

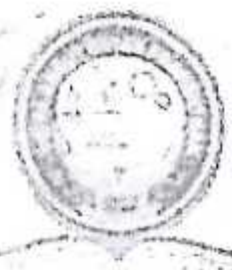
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201819

नॉ.क्र. महाराष्ट्र/२२६५/ना./दि.१४-०५-१३

विद्या-अमृत ज्ञान प्रतिष्ठान शिरसोंडी

शिरसोंडी, ता.मालेगांव, जि. नाशिक. ४२३ २०८



उपाध्यक्ष

मो. 9921670764

सरचिटणीस

मो. 9420229008

अध्यक्ष

मो. 94035375, 9158637364

Order-04/2018-19

दि.17/12/2018

FORM FOR APPOINTMENT OF ASSISTANT PROFESSOR (CHB)

APPOINTMENT ORDER

To,

Prof. Choke Yogesh Ramesh

Ap:-Sakuri N), Tal:-Malegaon Dist: - Nasik -423208

Subject:-Appointment for the Post of Assistant Professor.

2018-19 MSC-II

Respected Sir/Mam,

In response to our advertisement in Daily "Puny Nagari" Dated 12/12/2018, you had applied for the post of Asst. Professor (CHB) in Botany. You were interviewed on Date 16/12/2018 at college affiliated to S.P. Pune University for the above post & appointed by Management under the section No.112 of the S.P. Pune University.

I am pleased to inform you that you are appointed in the service of Arts, Science and Commerce College, Shirsondi, Tal :- Malegaon, Dist.-Nasik with effect from 17/12/2018 To 30/04/2019 in the pay scale approved Your appointment is subject to the following Terms and Conditions.

- 1) Your Service will be governed by The Maharashtra University Act 1994 section code of conduct ordinary. And rules, regulations laid down by the S.P. University of Pune and state government From Time to Time.
- 2) a) you are appointed in clear vacancy on (CHB) basic on a period of 17/12/2018 to 30/04/2019
 - b) The Post is reserved for open category therefore you are appointed as are temporary basis.
 - c) Your appointment is provisional for the period of 17/12/2018 to 30/04/2019.
- 3) a) You have to submit the original certified documents before joining your duties.
 - b) You will be paid salary as per the norms and conditions laid down by S.P. Pune University, UGC and state government of Maharashtra.
- 4) You shall Undergo medical examination by the approved medical officer appointed by the management within 1 month from the date as joining the duties.
- 5) a) you are appointed in clear vacancy on Basis on a period of 17/12/2018 to 30/04/2019.
 - b) The post is reserved for open category therefore you are appointed as are temporary basis.
 - c) Your appointment is provisional for the period of 17/12/2018 to 30/04/2019.


Principal
S.S.G.M. College
Kopergaon

6) a) You have to submit the original as well as certified worksheets & documents before joining your duties.

b) You will be paid salary as per the norms and conditions laid down by S.P Pune University, UGC and state government of Maharashtra.

7) You shall undergo medical examination by the approved medical officer appointed by the approved medical officer appointed by the management within one month from the date of joining the duties.



President,

Vidya Amrut Dnyan Pratishthan,
Shirsondi Tal-Malegaon Dist- Nasik 423208



Principal
S.S.G.M.College
Kopergaon

VATSAL MODEL SCHOOL

A/P. POHEGAON, TAL. KOPARGAON, DIST. AHMEDNAGAR-423 605 (M.S.) INDIA

**LETTER OF INTENT**01st. June, 2018

To

Ms. Ashwini Sahebrao Jadhav,
A/P. Kopargaon, Tal. Kopargaon,
Dist. Ahmednagar 423 601

2017-18 B.A.

Dear Ashwini Sahebrao Jadhav,

Sub: Letter of intent as ASSISTANT TEACHER.

This has reference to your application and subsequent interview you had with us for the above mentioned position. On the basis of mutual interaction and discussion that we have had, we are pleased to make an offer to you for the position of Assistant Teacher in Vatsal Model School.

You will be compensated with a monthly consolidated remuneration of Rs. 4500/- (Rupees Four thousand five hundred only) on probationary basis for one academic year subject to the following terms and conditions with immediate effect from 11/06/2018. Your compensation is confidential and if need arises, you may discuss it only with the Principal.

You will be governed by the rules and regulations of the school on all matters related to the place, time and nature of your work. You shall discharge the allotted duties honestly and diligently to the satisfaction of the Principal/Management of the Vatsal Model School.

You shall not give any room for complaints whatsoever in any respect during the tenure of services. You are required to sign a bond stating that you will continue with the school for minimum two years. You are required to produce the medical fitness and other necessary certificates at the time of joining.

The management reserves to itself the right of modifying, changing, adding and altering any of the above conditions, found necessary.

At the time of joining, please submit the following documents;

1. Certificates in support of your educational qualification, work experience, date of birth, PAN Card, Aadhaar Card and other testimonials.
2. Three recent passport size photographs with white background.
3. Proof of residence viz., copy of passport, or Election Commission Identity card or Aadhaar card.
4. Joining letter, relieving letter and salary certificate from your last employer in case you were employed.

Please return a copy of this letter duly signed in token of your acceptance of the offer. In case we do not receive your acceptance within two days from the date of this letter, this offer shall automatically stand withdrawn.

We welcome you to Vatsal Model School & wish you the very best in your career with us.

Sincerely,

Mahendra Nanasaheb Rohamare

Principal
Vatsal Model School
Kopergaon



T.7 B.S.C 2020-21

FORM/HR/1083

To,
Anand Prakash Shelar
Nashik.

"Letter of Probationary Appointment"

Dear Anand Prakash Shelar

Congratulations!!!

This has reference to your application for employment in our company. We are pleased to appoint you as **"Research Coordinator-MCRI"** at our **HCG Manavata Oncology LLP, Nashik** with effect **25/08/2021** on the following terms and conditions:

1. Salary:

You will be eligible for monthly CTC of Rs. 17000 /-.

2. Notice Period:

You will be on probation for a period of Twelve Months from the date of your appointment which if deemed necessary may be extended. On successful completion of your probation period, you shall be eligible for confirmation in the service of the company and the same shall be communicated in writing to you.

3. Leave

Your leave entitlement will be in accordance with the LLP rules applicable from the time to time.

4. Employees Service Rules:

You shall abide and be bound by the employee's service rules as these service rules shall form part of this contract of employment. You will also carry out and abide by any instruction, house rules and office orders issued by the management from time to time. Your appointment and continuation in service is subject to satisfactory verification of your credentials, testimonials etc. and not having concealed any material information from us or having given false information in your application.

5. Other work:

During your tenure you shall devote yourself exclusively to the business of the LLP. You will not take up any other work for any remuneration/Salary (Part time or otherwise) or work in advisory capacity or be interested directly or indirectly in any other trade or business, during this period, without written permission from the Director of the LLP.

6. Transfer:

During your employment with the LLP, the LLP may, at any time, at its sole discretion station you in any other location. The LLP shall also be entitled at any time to transfer you to any of its affiliates, subsidiaries or sister companies with or without any changes to the terms and conditions and you shall comply with all directions and instructions in that regard

Anand Prakash Shelar


Principal
B.S.G. College
Kopergaon

HCG Manavata Oncology LLP.

Circle, Mumbai Naka, Nashik - 422 004. Ph. 0253-666 11 11, 666 22 22.

2@manavatacancercentre.com | www.hcgmanavatacancer.org



7. Change of Residential Address:

You will keep the management informed of any change in your residential address. In case of your inability to do so, any communication sent at the address available with the management will be deemed to have been served on you.

8. Travel:

If you are required to undertake travel on LLP's work, your entitlements will be governed by the policies of the LLP.

9. Financial / gainful Interest in Any Business with HCG:

If you or your dependent family members currently and during the tenure of employment have a financial / gainful interest in any business with HCG group of companies, then it would be obligatory on your part to make a written declaration to this effect to the management. In future, if you or your dependent family members enter into any such business, the same may be informed immediately to the LLP.

10. Medical examination:

This appointment is subject to your being found medically fit by our medical consultant in the LLP's medical examination. You can also be subjected to the LLP's medical examination by our medical consultant from time to time during the course of your employment and the continuance of your appointment shall be subject to your being medically fit.

11. Age Proof:

The date of birth as mentioned in your School leaving certificate/or issued by the competent authority and entered by you in the service records of the LLP at the commencement of your employment will be binding and conclusive and you will not be entitled to raise any dispute later on the date of birth so recorded so as to seek continuation in service or for other monetary benefits.

12. Retirement:

It is a condition of your employment with the LLP that you will retire from the services of the LLP on attaining the age of 60 years, without notices whatsoever from the LLP in this regard.

13. Responsibilities

You shall be functioning as **Research Coordinator** in our Centre. You are expected to effectively perform any task assigned to you by the Management from time to time.

14. Confidential Information

You will not at any time, without the consent of Director disclose or divulge or make public except on legal obligation any information regarding the LLP's affairs or administration or research carried out whether the same may be confided to you or become known to you in course of your service or otherwise.

15. Past Record

If any declaration given or information furnished to the LLP proves to be false or if you are found to have willfully suppressed any material information, in such case, you are liable to be terminated from the services of the LLP without any notice.

Anand Prakash Shelar

Principal
S.S.C. College
Raoparagan



16. Abandonment of Employment

In the event the Employee has been absent from work for eight consecutive working days without any notification to the Employer may, the employer terminate on the expiry of eighth day without the need for notice of termination of employment. The employee's name will be struck off from the muster rolls of the LLP & apt legal action will be insured.

17. Separation

On acceptance of the separation notice, you will immediately give up to the LLP all gadgets, correspondence, specifications, formulas, books, accounts, documents, market data, etc., belonging to the LLP or relating to its business, including that of any associate companies, and shall not make or retain any copies of these items.

18. Non-Solicitation

You shall not any time during the term of your employment with the LLP or thereafter, under any circumstances, directly or indirectly solicit the LLP's and/or any of its subsidiaries and/or affiliates employees, personnel or its consultants to leave the employment of the LLP and/or any of its subsidiaries and/or affiliates, or apply for employment or consultancy with any third party or encourage such employee, personnel or consultants of the LLP to take any action or inaction that may adversely impact the performance by the LLP of its obligations under this letter and/or any other contract adversely impact the ability of the LLP to carry out its normal business activities. You further agree that you shall not engage in soliciting business or allied business that is in any way similar, identical or competitive with the business, activities, services of the LLP, or with those customers of the LLP with whom you had any contact, during your employment with the LLP and for a period of one year after your employment ceases with the LLP.

19. Jurisdiction of dispute:


Any cause of action for the dispute arising out of the contract of Employment between the LLP and the Employee shall lie in the court of Nashik only.

The above terms and conditions are subject to any changes in the LLP policy.

Please confirm if the above terms and conditions are acceptable by signing a copy of this letter of appointment.

Regards,

For HCG Manavata Oncology LLP,


Nirmal Badekar
Manager - Human Resources



I agree to accept the appointment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep all the information pertaining to the affairs of the LLP confidential.

Date:

Signature:
Anand Prakash Shelar

Anand Prakash Shelar


Principal
S.S.G.M. College
Kopergaon

HCG Manavata Oncology LLP.

New Myra Circle, Mumbai Naka, Nashik - 422 004 Ph. 0253-666 11 11, 666 22 22.
mail@manavatacancercentre.com | www.hcgmanavatacancer.org

Date : 13-Aug-2019

Name : AKASH KOTAME

Address : GAVTHAN, AT KOTAMGAON ,PO NAGADE, YEOLA, NASHIK, MAHARASHTRA - 423401

Employee Code : AS418868

Dear Sir / Madam,

We are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE (Grade – E1)** in the **TRACTOR LOAN BUSSINESS** department on the following terms and conditions:

1. Commencement / Term:

You are required to join our organization on or before **16-Aug-19**. Your place of work shall presently be at **YEOLA**.

You will be on orientation period of 6 (Six) months and up on satisfactory performance your confirmation will be due. However the company reserves the rights to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules of completion of various project assignments mutually agreed by our company, with our esteemed client Axis Bank. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed as may be mutually agreed and reviewed on case to case basis by your Reporting authority.

2. Remuneration :

Your remuneration would be set as follows :

| Compensation | Monthly (Rs) | Annual (Rs) |
|-------------------------|--------------|---------------|
| Basic | 5360 | 64320 |
| HRA | 2144 | 25728 |
| Conveyance Allowance | 1600 | 19200 |
| Special Allowance | 4959 | 59508 |
| Local Conveyance | 1000 | 12000 |
| Employer Provident Fund | 1550 | 18600 |
| Employer ESIC | 490 | 5880 |
| CTC | 17103 | 205236 |

Salary and grade offered to you as above is based on the representation made by you during your interactions with the Company officials and / or documents submitted by you. In case of any discrepancy, company reserves the right to alter / modify / withdraw the offer made to you.


 Principal
 B.S.G.M. College
 Kopergaon

3. Gratuity :

Employee will be eligible for payment of Gratuity subject to fulfillment of the payment of Gratuity Act of 1972.

4. Incentive Scheme :

You will participate in the Sales Incentive Scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. We will be happy to discuss this with you on your joining us. Kindly note that you will not have any right to claim any performance incentive from the company, if you resign or abscond or if you are separated from the company for whatsoever reason.

It is further agreed between you and company that the incentive payable if any, based on your performance and productivity is in lieu of any other bonus including bonus based on profits payable under any law.

5. Transfer :

The Organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

6. Leave :

You will be eligible for leave as per company rules subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by competent authority. No leaves can be taken during probation period. Women employees who have completed working 80 days with the organization shall be eligible for Maternity leave as per the policy.

7. Unauthorized Leave / Absence :

If you are on unauthorized leave and absent for more than seven (7) days without any intimation to the company then it would be deemed that you are not interested in continuing with the organization and you would be automatically ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation

8. Job Profile :

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

9. Professional Ethics and Confidentiality :

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related



Prakash
B.S. Choudhary
Proprietor

information (which you may possess by reason of your association with the organization) outside the organization.

10. Notice Period:

During the probation period either party can terminate the services by giving 30 days' notice or Basic salary in lieu thereof at organization's discretion. After confirmation, either party can terminate the services by giving 30 days' notice or Basic salary in lieu thereof at organization's discretion. After successful completion of orientation period either party may terminate the employment under this Appointment letter by issuing 30 days' notice in writing or payment in lieu thereof. You will be liable to submit all the company's assets, data etc provided during your tenure in the company for carrying official duties at the time of separation from the company. Please note that you are required to complete the exit formalities within 30 days from your last working day for processing your final settlement dues, if any. Company will not be liable to pay the final settlement dues (if any) in the event of non-completion of exit formalities within 30 days.

11. Reference Check

Your appointment will be subject to satisfactory reference checks. Please furnish the names of two references who have supervised you in professional capacity at same stage in your academic / professional career.

12. Termination of Employment :

Your services with the organization are liable to be terminated in the event of :

- a) Any breach of the conditions mentioned in this letter on your part,
- b) Any incorrect information furnished by you
- c) Suppression of any material information by you ; and
- d) Your performance level is below the expected level and / or the business target, as set out for you from time to time, has not been achieved by you.
- e) Violation of Company's (client's) code of conduct.

13. Retirement / Statutory Benefits :

You will be eligible for Retirement Benefits of the organization namely Provident Fund and Gratuity as per the company policy which will be governed by relevant laws to this effect

14. Change in the Personal Details :

You shall intimate the Company about any change of your residential address (permanent and or current), qualification and other personal details within five days from the date of change of such details.

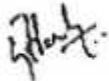
Your residential address records with the company will be treated as official address and will be used for all official communications with you. In case of non intimation of change in your residential address to the company, any correspondence to your last known address will be treated as communication received by the employee.

The terms and conditions of employment set out in this letter of appointment constitutes service conditions to your employment in the organization in addition to the code of conduct and other laid down guidelines. The organization reserves the right to change the terms and conditions of your employment set out in this letter of Appointment. Any future changes in the company policies, rules, regulations and your employment terms will supersede the terms and conditions mentioned in this letter. The courts in **Mumbai** will have exclusive jurisdiction with regards to any dispute.

Kindly note that you are required to sign the copy of this letter as a token of your acceptance and return it to us immediately. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, receipt of first salary by you will be conclusive proof of your acceptance of the terms and conditioned mentioned herein.

A list of documents to be submitted at the time of joining is given for your information.
We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship

With warm regards,
For **IKYA Human Capital Solutions** (A division of Ques Corp Limited)



Tej Hans Raj Singh
Vice President - Operations | Staffing

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

Name: AKASH KOTAME

Signature:.....

Emp Id: AS418868

Place:.....

Date:.....



Principal
S.A.G.M. College
Kopergaon

Premium Tools Pvt. Ltd.

115/116, MIDC, Satpur, Nashik - 422 007. Maharashtra (INDIA)
Ph.: 0253 - 2350665, 2407600. Fax : 0253 - 2351246.
www.premiumtools.co.in e-mail : info@premiumtools.co.in

2018-19 MCOM-II

CIN : U27300MH1989PTC052016

May 10, 2017

To,
✓ Mr. Pranav P Bhusare,
Nashik.

Sub: Offer Letter for Management Trainee ✓

Dear Mr. Pranav,

With reference to the interview on dated 10.07.2017. We take pleasure in offering you the position of Management Trainee in Packing and despatch department.

A basic stipend of Rs.10000/- (in hand) per month will be paid to you during the training period of initial one year.

The said offer shall be governed by under mentioned terms and conditions.

Your joining location will be Nashik (Maharashtra).

Experience letter will not be issued in case the candidate leaves the organisation within a period of one year.

Based on fulfilling and accepting the above condition, we will consider your employment in our organisation and you are expected to join latest by 01.06.2017.

Please inform your consent within time before the joining date as mentioned above, if you fail to report within the time prescribed herein, this offer will stand cancelled or withdrawn.


After successful completion of the Training period of one year, a new basic Salary may be negotiated individually, taking the skills / performance into account.

We at Premium Tools Pvt. Ltd., wish you success and look forward to you for having a long and rewarding career with us.

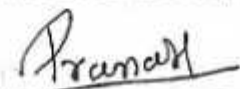
Please sign and return the duplicate hereof as a token of your acceptance.

Thanking you.

Yours truly,
For Premium Tools Pvt. Ltd.


Ritesh R Gulve
Manager-Personnel & Admin.

Received & accepted


Mr. Pranav P Bhusare


Principal
S.S.G.M. College
Kopergaon

Date : 01 September, 2017

CONFIRMATION LETTER

Dear Shivanjali Thorat,

Consequent to the review of your performance during your probation, we have the pleasure in informing you that, your services are being confirmed as an **Admin & HR Associate** with effect from September 01, 2017.

All the other terms & conditions as detailed in your appointment letter remain unchanged.
In case of clarifications, please reach out to your Manager.

We sincerely look forward to your association with My Digital Agency and wish you all the very best for a rewarding career with the organization.

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

For MDA



Pranesh K



Regd: 10, Takshashila Apartments, Mukundnagar, Pune - 411037, Maharashtra, India.
Contact : +91 72629 00719



Principal
B.B.G.M. College
Kopergaon

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B.COM
2017-18



2019-20 TY B.com

Ref: GASPL/O1/02052017/349

PRIVATE AND CONFIDENTIAL

Date: 02-May-2017

Subject: Offer Letter

Dear Kartik Raghunath Lakare,

In our continuous pursuit for Talent, we look for Professionals driven by Vision, Passion and Action to achieve our organizational and their individual goals. Based on your profile and various rounds of discussion, it has been observed that you display the Qualities required to be an Affinitian.

We are pleased to offer you the position of **Junior Production Associate Grade O1**. This offer is made after considering your education, total & relevant work experience, professional/ technical/process exposure and finally the internal parity. Your compensation details are attached in the next page.

We would be glad if you can join us as soon as possible, you should join us on or before **03-May-2017**. You need to confirm your date of joining in writing or over an e-mail. You shall abide by the Policies and Guidelines of the Company presently applicable and as may be modified from time to time while in employment of our Company.

In case you do not communicate your acceptance of the offer within two days of receipt of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by the Company, in writing.

Formal appointment letter will be given to you after your joining our services. Please feel free to reach out to **Dipika Venkatesh** (email id: dvenkatesh@affinityexpress.com) for any queries.

Please Note

a) As per our Company policy and part of joining formalities, all selected candidates/employees will undergo a background verification of their Educational & Professional Qualifications, Designation, Compensation, Nature of Employment and Relieving, Character & Conduct. The same will be initiated through an external agency. Reference/Background Check from your current employer will be initiated only after you have joined our services. Also, upon your joining you need to submit all the credentials and the same will be verified. You may need to undergo a medical-fitness test by a company prescribed physician at any time as per company's requirement. Your appointment will be subject to satisfactory/positive report on all the above mentioned items.

b) You need to submit the following documents on joining

- I. Six passport size photographs
- II. Relieving/ Separation letter from the previous organization
- III. Copy of educational qualification certificates (from Xth Standard to the highest Degree)
- IV. Copy of PAN card, Aadhar Card, Age Proof, Photo identity Proof & Residence Proof
- V. Proof of previous salary drawn (Copy of appointment/Latest Pay slip)

Welcoming you to the Affinity family and we look forward to a long & a fruitful association with you.

Global Advertisement Services Private Limited
 CIN: U74999PN2010PTC135492
 6th Floor, Wing 3, Cluster 'D',
 EON Kharadi Infrastructure Pvt. Ltd. II & IIES, Special Economic Zone,
 Plot No 1, Survey No 77, Kharadi Knowledge Park, MIDC, Kharadi, Pune - 411 014.
 Tel: 020 65120333

Ref No: 16246284
03-May-2021



Saurabh Shete

Dear Saurabh,

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

Your annual total compensation will be **INR 215,001**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

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

We request that you join us on or before **17-May-2021**.

Please note:

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

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

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

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

Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature:

Date:

Principal
S.S.G.M. College
Kopargon

Compensation and Benefits

Name: Saurabh Shete

Designation: Process Executive - Data

| Sl. No. | Description | Monthly | Yearly |
|--|---|-------------|----------------|
| 1 | Basic | 6500 | 78,000 |
| 2 | HRA* | 2600 | 31,200 |
| 3 | Company's contribution of PF # | 1426.785714 | 17,121 |
| 4 | Advance Statutory Bonus*** | 2000 | 24,000 |
| 5 | Special Allowance* | 4934 | 59,208 |
| 6 | Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions | 456 | 5,472 |
| Annual Gross Compensation | | | 215,001 |
| Annual Total Compensation | | | 215,001 |
| Company's contribution towards benefits (Medical, Accident and Life Insurance) | | | 19,500 |
| Annual Total Remuneration | | | 234,501 |

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

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

Leave and vacation:

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

Category of Leave

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days

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

Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter,

excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout".

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

Employee State Insurance (ESI):

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

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

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

*** Flexible Benefit Plan:**

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

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

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

Note:

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

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



Principal
S.S.G.M. College
Koparjocin

63

201879

455



Date: 22/03/18

Mr./Ms. Ganesh Anandhar Charan

Dear Mr./Ms.

This has reference to your application and subsequent personal interview you had with us. We are pleased to offer you the post of **TRAINEE** in our **QC** department in our organization at our Sonigam terms and conditions mutually agreed between us.

You shall report to the Company for commencing your employment on 02nd Jan 2019. You will go through internship program of two months duration before joining. In case you don't successfully complete the interaship program, this offer will stand cancelled.

We will issue you regular appointment letter with details after your joining. You are requested to bring with you the following documents at the time of joining your duties:

- i) Four passport size photographs.
- ii) Copies of educational/professional qualifications and experience certificates.
- iii) Certificates in support of date of birth.
- iv) PAN Card and AADHAR Card Copy.
- v) Copy of Permanent Address Proof.

We look forward for your long & happy association with Macleods Pharmaceuticals Ltd.

With best regards.

For Macleods Pharmaceuticals Ltd.



Authorized Signatory

Acceptance:

I have read the above terms and conditions and I do hereby agree to the same and accept the offer. I will join on _____

Mr./Ms. Charan Ganesh B.
H. Suresh

MACLEODS
PHARMACEUTICALS
LIMITED

Regd. Office :
Atlanta Arcade, Church Road,
Near Leela Hotel, Andheri-Kurla Road,
Andheri (East), Mumbai-400 059, India.

Phone : 91 - 22 - 6676 2800
Fax : 91 - 22 - 9925 6599
Email : customercare@macleodspharma.com
Website: www.macleodspharma.com
CIN : U24239MH1989PLC059049


Principal
S.S.G.M.College
Kopergaon

489

| PROPOSED SALARY STRUCTURE (MSC / B.PHARMA) | |
|--|-----------------------------|
| NAME : | Mr. Ganesh Bhanudas Chauhan |
| DESIGNATION : | Foriner |
| DEPARTMENT : | QC |
| LOCATION : | SARIGAM PLANT |

| SALARY BREAK-UP MONTHLY PAYMENTS |
|-------------------------------------|
|-------------------------------------|


| | PER MONTH | PER ANNUM |
|-------------------|-----------|-----------|
| BASIC | 8500 | 102000 |
| HRA | 425 | 5100 |
| EDU. ALLOW | 500 | 6000 |
| TRANSPORT | 300 | 3600 |
| CCA | 100 | 1200 |
| PPA | 175 | 2100 |
| TOTAL : | 10000 | 120000 |
| RETIRALS BENEFITS | | |
| EMPLR PF | 1020 | 12240 |
| TOTAL : | 1020 | 12240 |

| | |
|------------------------|--------|
| TOTAL SALARY PER MONTH | 11020 |
| TOTAL SALARY PER ANNUM | 132240 |

ACCEPTED BY : Chauhan Ganesh Bhanudas

DATE : 22/3/2018

PLACE : S.S.G.M. Kopergaon

APPROVED BY : 

Note : Reimbursement Payment

* are Quaterly Reimbursement and

** are Annual Reimbursement


 Principal
 S.S.G.M. College
 Kopergaon

435

| PROPOSED SALARY STRUCTURE (MSC / B.PHARMA) | |
|--|---------------|
| NAME : | |
| DESIGNATION : | |
| DEPARTMENT : | |
| LOCATION : | SARIGAM PLANT |

| SALARY BREAK-UP |
|------------------|
| MONTHLY PAYMENTS |

| | PER MONTH | PER ANNUM |
|------------|-----------|-----------|
| BASIC | 8500 | 102000 |
| HRA | 425 | 5100 |
| EDU. ALLOW | 500 | 6000 |
| TRANSPORT | 300 | 3600 |
| CCA | 100 | 1200 |
| PPA | 175 | 2100 |
| TOTAL : | 10000 | 120000 |

| RETIRALS BENEFITS | | |
|-------------------|------|-------|
| EMPLR PF | 1020 | 12240 |
| TOTAL : | 1020 | 12240 |

| | |
|------------------------|--------|
| TOTAL SALARY PER MONTH | 11020 |
| TOTAL SALARY PER ANNUM | 132240 |

ACCEPTED BY : *[Signature]*
 DATE : 22-3-18
 PLACE : Kopergaon

APPROVED BY : *[Signature]*

Note : Reimbursement Payment
 * are Quaterly Reimbursement and
 ** are Annual Reimbursement



ATJ

Date: 22/03/18

Mr./Ms. Nitesh Bangal

Dear Mr./Ms. Nitesh,

This has reference to your application and subsequent personal interview you had with us. We are pleased to offer you the post of **TRAINEE** in our QC department in our organization at our Saigam terms and conditions mutually agreed between us.

You shall report to the Company for commencing your employment on 2nd Jan 2019. You will go through **internship program of two months duration before joining**. In case you don't successfully complete the internship program, this offer will stand cancelled.

We will issue you regular appointment letter with details after your joining. You are requested to bring with you the following documents at the time of joining your duties:

- i) Four passport size photographs.
- ii) Copies of educational/professional qualifications and experience certificates.
- iii) Certificates in support of date of birth.
- iv) PAN Card and AADHAR Card Copy.
- v) Copy of Permanent Address Proof.

We look forward for your long & happy association with Macleods Pharmaceuticals Ltd.

With best regards.

For Macleods Pharmaceuticals Ltd.



Authorized Signatory

Acceptance:

I have read the above terms and conditions and I do hereby agree to the same and accept the offer. I will join on _____

Mr./Ms. N. Bangal

(61)
443

Offer Letter for Paid Intern

Name: Namath Sunil SonawaneDate: 22/03/18

Dear

We are pleased to extend to you this offer of working as an Intern. If you accept this offer, you will begin your internship with the Company on 05th Nov 2018 and will be expected to work 6 Days per week.

You will be paid a stipend of 8000/- per month, less all applicable taxes and withholding. As a Intern, you will not receive any of the employee benefits that regular company employee receive.

Your internship is expected to end on 31st Dec 2018. However, your internship with the company is "at-will," which means that either you or the company may terminate your internship at any time, with or without cause and with or without notice.

During your Internship, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of Internship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purpose or from disclosing it to anyone outside the company. In addition, you agree that, upon conclusion of your Internship, you will immediately return to the company all of it property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

With best regards.

For Macleods Pharmaceuticals Ltd.



Authorized Signatory



Acceptance:

I accept employment with the Company on the terms and condition set out in this letter.

22/03/2018
15th Nov 2018

Mr./Ms. Sonawane Navnath Sunil

MACLEODS
PHARMACEUTICALS
LIMITED

Regd. Office :
Atlanta Arcade, Church Road,
Near Leela Hotel, Andheri-Kurla Road,
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Phone : 91 - 22 - 6676 2800
Fax : 91 - 22 - 2925 6599
Email : customer@macleodspharma.com
Website: www.macleodspharma.com
CIN : U24239MH1989PLC052049



Principal
S.S.G.M. College
Kopergaon

447

| PROPOSED SALARY STRUCTURE (MSC / B.PHARMA) | |
|--|----------------------------|
| NAME : | Mr. Navnath Sunil Sonawane |
| DESIGNATION : | Trainee |
| DEPARTMENT : | QC |
| LOCATION : | SARICAM PLANT |

| SALARY BREAK-UP |
|------------------|
| MONTHLY PAYMENTS |

| | PER MONTH | PER ANNUM |
|------------|-----------|-----------|
| BASIC | 8500 | 102000 |
| HRA | 425 | 5100 |
| EDU. ALLOW | 500 | 6000 |
| TRANSPORT | 300 | 3600 |
| CCA | 100 | 1200 |
| PPA | 175 | 2100 |
| TOTAL : | 10000 | 120000 |

| RETIRALS BENEFITS | | |
|-------------------|------|-------|
| EMPLR PF | 1020 | 12240 |
| TOTAL : | 1020 | 12240 |

| | |
|------------------------|--------|
| TOTAL SALARY PER MONTH | 11020 |
| TOTAL SALARY PER ANNUM | 132240 |

ACCEPTED BY : *Sonawane* Navnath Sunil
 DATE : 22/03/2018
 PLACE : Kopergaon

APPROVED BY : *[Signature]*

Note : Reimbursement Payment
 * are Quaterly Reimbursement and
 ** are Annual Reimbursement

[Signature]
 Principal
 S.S.G.M. College
 Kopergaon

(60)

2018-19

437



Offer Letter for Paid Intern

Name: Vday Babasaheb Kahandal

Date: 22/03/18

Dear Vday,

We are pleased to extend to you this offer of working as an Intern. If you accept this offer, you will begin your internship with the Company on 01st Nov 2018 and will be expected to work 6 Days per week. You will be paid a stipend of 8000/- per month, less all applicable taxes and withholding. As a Intern, you will not receive any of the employee benefits that regular company employee receive. Your internship is expected to end on 31st Dec 2018. However; your internship with the company is "at-will," which means that either you or the company may terminate your internship at any time, with or without cause and with or without notice.

During your Internship, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of Internship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purpose or from disclosing it to anyone outside the company. In addition, you agree that, upon conclusion of your Internship, you will immediately return to the company all of it property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

With best regards.

For Macleods Pharmaceuticals Ltd.

Authorized Signatory

Acceptance:

I accept employment with the Company on the terms and condition set out in this letter.

1 Nov 2018

Mr./Ms.

MACLEODS
PHARMACEUTICALS
LIMITED

Regd. Office :
Atlanta Arcade, Church Road,
Near Leela Hotel, Andheri-Kurla Road,
Andheri (East), Mumbai-400 059, India

Phone : 91 - 22 - 6676 9800
Fax : 91 - 22 - 2925 6599
Email : customercare@macleodspharma.com
Website: www.macleodspharma.com
CIN : U24239MH1989PLC052049

Principal
S.S.G.M. College
Kopergaon

441

| PROPOSED SALARY STRUCTURE (MSC / B.PHARMA) | |
|--|-------------------------|
| NAME : | UDAY BABASAHEB KAHANDAL |
| DESIGNATION : | Trainee |
| DEPARTMENT : | QC |
| LOCATION : | SARIGAM PLANT |

SALARY BREAK-UP
MONTHLY PAYMENTS

| | PER MONTH | PER ANNUM |
|------------|-----------|-----------|
| BASIC | 8500 | 102000 |
| HRA | 425 | 5100 |
| EDU. ALLOW | 500 | 6000 |
| TRANSPORT | 300 | 3600 |
| CCA | 100 | 1200 |
| PPA | 175 | 2100 |
| TOTAL : | 10000 | 120000 |

| RETIRALS BENEFITS | | |
|-------------------|------|-------|
| EMPLR PF | 1020 | 12240 |
| TOTAL : | 1020 | 12240 |

| | |
|------------------------|--------|
| TOTAL SALARY PER MONTH | 11020 |
| TOTAL SALARY PER ANNUM | 132240 |

Uday. B. Kahandal

ACCEPTED BY : *[Signature]*

DATE : 22/03/2018

PLACE : kopergaon

APPROVED BY : *[Signature]*

Note : Reimbursement Payment
* are Quaterly Reimbursement and
** are Annual Reimbursement

[Signature]
Principal
S.S.G.M. College
Kopergaon

(59)

18-19

4157



Offer Letter for Paid Intern

Name: Shrikant Maniyar Aware

Date: 22/03/18

Dear

We are pleased to extend to you this offer of working as an Intern. If you accept this offer, you will begin your internship with the Company on 05th Nov 2018 and will be expected to work 6 Days per week.

You will be paid a stipend of 8000/- per month, less all applicable taxes and withholding. As a Intern, you will not receive any of the employee benefits that regular company employee receive.

Your internship is expected to end on 31st Dec 18 However; your internship with the company is "at-will," which means that either you or the company may terminate your internship at any time, with or without cause and with or without notice.

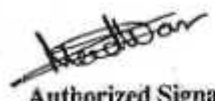
During your Internship, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of Internship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purpose or from disclosing it to anyone outside the company. In addition, you agree that, upon conclusion of your Internship, you will immediately return to the company all of it property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

With best regards.

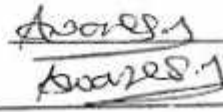
For Macleods Pharmaceuticals Ltd.



Authorized Signatory

Acceptance:

I accept employment with the Company on the terms and condition set out in this letter.



Mr./Ms.

**MACLEODS
PHARMACEUTICALS
LIMITED**

Regd. Office :
Atlanta Arcade, Church Road,
Near Leela Hotel, Ancheri-Murla Road,
Ancheri (East), Mumbai-400 059, India.

Phone : 91 - 22 - 6576 2800
Fax : 91 - 22 - 2925 6599
Email : customercare@macleodspharma.com
Website: www.macleodspharma.com
CIN : U24239MH1989PLC052049


Principal
B.R.A.S. College
Kalyan

58

18-19



Offer Letter for Paid Intern

Name: Wajid Abdulgaffar Shaikh

Date: 22/03/18

Dear

We are pleased to extend to you this offer of working as an Intern. If you accept this offer, you will begin your internship with the Company on 01st Nov 2018 and will be expected to work 6 Days per week. You will be paid a stipend of 8000/- per month, less all applicable taxes and withholding. As a Intern, you will not receive any of the employee benefits that regular company employee receive. Your internship is expected to end on 31st Dec 2018 However; your internship with the company is "at-will," which means that either you or the company may terminate your internship at any time, with or without cause and with or without notice.

During your Internship, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of Internship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purpose or from disclosing it to anyone outside the company. In addition, you agree that, upon conclusion of your Internship, you will immediately return to the company all of it property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

With best regards.

For Macleods Pharmaceuticals Ltd.

Authorized Signatory

Acceptance:

I accept employment with the Company on the terms and condition set out in this letter.

Mr./Ms.

**MACLEODS
PHARMACEUTICALS
LIMITED**

Regd. Office :
Atlanta Arcade, Church Road,
Near Leela Hotel, Andheri-Kurla Road,
Andheri (East), Mumbai-400 059, India.

Phone : 91 - 22 - 6676 9800
Fax : 91 - 22 - 9925 6599
Email : customercare@macleodspharma.com
Website: www.macleodspharma.com
CIN : U24239MH11989PLC052049

427


| PROPOSED SALARY STRUCTURE (MSC / B.PHARMA) | |
|--|------------------------------|
| NAME : | Mr. Waqid Abdulgaffar Shaikh |
| DESIGNATION : | Trainee |
| DEPARTMENT : | QC |
| LOCATION : | SARIGAM PLANT |


**SALARY BREAK-UP
MONTHLY PAYMENTS**

| | PER MONTH | PER ANNUM |
|----------------|--------------|---------------|
| BASIC | 8500 | 102000 |
| HRA | 425 | 5100 |
| EDU. ALLOW | 500 | 6000 |
| TRANSPORT | 300 | 3600 |
| CCA | 100 | 1200 |
| PPA | 175 | 2100 |
| TOTAL : | 10000 | 120000 |

| RETIRALS BENEFITS | | |
|-------------------|-------------|--------------|
| EMPLR PF | 1020 | 12240 |
| TOTAL : | 1020 | 12240 |

| | |
|------------------------|--------|
| TOTAL SALARY PER MONTH | |
| TOTAL SALARY PER ANNUM | 132240 |

ACCEPTED BY : 
 DATE : 22/03/18
 PLACE : Kopergaon

APPROVED BY : 

Note : Reimbursement Payment
 * are Quaterly Reimbursement and
 ** are Annual Reimbursement


 Principal
 S.S.G.M. College
 Kopergaon

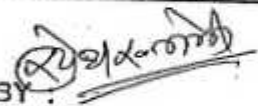
423


| PROPOSED SALARY STRUCTURE (MSC / B.PHARMA) | |
|--|-----------------------------|
| NAME : | Mr. Rubeesh Raghunath Kelpe |
| DESIGNATION : | Trainee |
| DEPARTMENT : | ADL API |
| LOCATION : | SARIGAM PLANT |

| |
|-------------------------------------|
| SALARY BREAK-UP MONTHLY PAYMENTS |
|-------------------------------------|

| | PER MONTH | PER ANNUM |
|-------------------|--------------|---------------|
| BASIC | 8500 | 102000 |
| HRA | 425 | 5100 |
| EDU. ALLOW | 500 | 6000 |
| TRANSPORT | 300 | 3600 |
| CCA | 100 | 1200 |
| PPA | 175 | 2100 |
| TOTAL : | 10000 | 120000 |
| RETIRALS BENEFITS | | |
| EMPLR PF | 1020 | 12240 |
| TOTAL : | 1020 | 12240 |

| | |
|------------------------|--------|
| TOTAL SALARY PER MONTH | 11020 |
| TOTAL SALARY PER ANNUM | 132240 |

ACCEPTED BY : 
 DATE : 22/03/2018
 PLACE : kopergaon

APPROVED BY : 

☺ : Reimbursement Payment
 ☹ : Quaterly Reimbursement and
 ☹ : Annual Reimbursement


 Principal
 B.S.G. College
 Kopergaon

56
417

18-19



Date: 22/03/18

Mr./Ms. Prashant Dattatraya Shirsath

Dear,

This has reference to your application and subsequent personal interview. We are pleased to offer you the post of Trainee in our Production Department based at Sarigam on terms and conditions mutually agreed between us.

The resignation acceptance letter from your previous organization should be produced within 15 days of acceptance of Offer letter or else the offer letter will be considered void and nullified. You are requested to join the duties latest by 01/06/2018

We will issue you regular appointment letter with details on the actual date of your joining. You are requested to return the duplicate copy of this offer as a token of your acceptance and confirm the exact date of your joining our organization.

You are requested to bring with you the following documents at the time of joining your duties:

- i) Four passport size photographs.
- ii) Copies of educational/professional qualifications and experience certificates.
- iii) Relieving letter from the present employer.
- iv) Certificates in support of date of birth.
- v) Copy of Permanent Address Proof.

We look forward for your long & happy association with Macleods Pharmaceuticals Ltd.

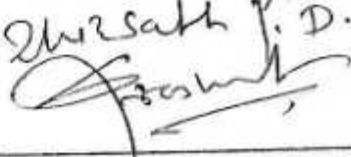
With best regards.

For Macleods Pharmaceuticals Ltd, India


Authorized Signatory

Acceptance:

I have read the above terms and conditions and I do hereby agree to the same and accept the offer. I will join on _____

Mr./Ms. Shirsath P. D.


MACLEODS
PHARMACEUTICALS
LIMITED

Regd. Office :
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Near Leela Hotel, Andheri-Kurla Road,
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Phone : 91 - 22 - 6676 2800
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Email : customercare@macleodspharma.com
Website: www.macleodspharma.com
CIN : U24239MH1989PLC052049


S. G. Chitambar
Manager

419

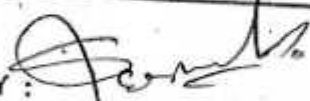
| PROPOSED SALARY STRUCTURE (MSC / B.PHARMA) | |
|--|-----------------------------------|
| NAME : | Mr. Prashant Dattabraya Shirasath |
| DESIGNATION : | Facuiner |
| DEPARTMENT : | Production |
| LOCATION : | SARIGAM PLANT |


**SALARY BREAK-UP
MONTHLY PAYMENTS**

| | PER MONTH | PER ANNUM |
|----------------|--------------|---------------|
| BASIC | 8500 | 102000 |
| HRA | 425 | 5100 |
| EDU. ALLOW | 500 | 6000 |
| TRANSPORT | 300 | 3600 |
| CCA | 100 | 1200 |
| PPA | 175 | 2100 |
| TOTAL : | 10000 | 120000 |

| RETIRALS BENEFITS | | |
|-------------------|-------------|--------------|
| EMPLR PF | 1020 | 12240 |
| TOTAL : | 1020 | 12240 |

| | |
|------------------------|--------|
| TOTAL SALARY PER MONTH | 11020 |
| TOTAL SALARY PER ANNUM | 132240 |

ACCEPTED BY : 
 DATE : 22/02/16
 PLACE : Kopergao

APPROVED BY : 

Note : Reimbursement Payment
 * are Quaterly Reimbursement and
 ** are Annual Reimbursement


 Principal
 S.S.G.M.College
 Kopergao

55

413

2018-18

MACLEODS
PHARMACEUTICALS

Date: 22/03/18

Mr./Ms. Pankaj Shivaji Sonawane

Dear ,

This has reference to your application and subsequent personal interview. We are pleased to offer you the post of Trainee in our Production Department based at Sangam on terms and conditions mutually agreed between us.

The resignation acceptance letter from your previous organization should be produced within 15 days of acceptance of Offer letter or else the offer letter will be considered void and nullified. You are requested to join the duties latest by 01/06/18

We will issue you regular appointment letter with details on the actual date of your joining. You are requested to return the duplicate copy of this offer as a token of your acceptance and confirm the exact date of your joining our organization.


You are requested to bring with you the following documents at the time of joining your duties:

- i) Four passport size photographs.
- ii) Copies of educational/professional qualifications and experience certificates.
- iii) Relieving letter from the present employer.
- iv) Certificates in support of date of birth.
- v) Copy of Permanent Address Proof.

We look forward for your long & happy association with Macleods Pharmaceuticals Ltd.


With best regards.

For Macleods Pharmaceuticals Ltd, India


Authorized Signatory

Acceptance:

I have read the above terms and conditions and I do hereby agree to the same and accept the offer. I will join on 01/06/2018

Mr./Ms. 
Sonawane Pankaj Shivaji

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LIMITED

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Principal
B.S.G.M. College
Kopergaon

415

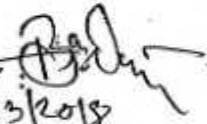
| PROPOSED SALARY STRUCTURE (MSC / B.PHARMA) | |
|--|-----------------------------|
| NAME : | Mr. Pankaj Shivaji Sonawane |
| DESIGNATION : | Trainee |
| DEPARTMENT : | Production |
| LOCATION : | SARIGAM PLANT |

**SALARY BREAK-UP
MONTHLY PAYMENTS**

| | PER MONTH | PER ANNUM |
|----------------|--------------|---------------|
| BASIC | 8500 | 102000 |
| HRA | 425 | 5100 |
| EDU. ALLOW | 500 | 6000 |
| TRANSPORT | 300 | 3600 |
| CCA | 100 | 1200 |
| PPA | 175 | 2100 |
| TOTAL : | 10000 | 120000 |

| RETIRALS BENEFITS | | |
|-------------------|-------------|--------------|
| EMPLR PF | 1020 | 12240 |
| TOTAL : | 1020 | 12240 |

| | |
|------------------------|--------|
| TOTAL SALARY PER MONTH | 11020 |
| TOTAL SALARY PER ANNUM | 132240 |

ACCEPTED BY: 
 DATE : 22/03/2018
 PLACE : Kopergaon

APPROVED BY : 

ote : Reimbursement Payment
 * are Quaterly Reimbursement and
 ** are Annual Reimbursement

Se

2018-19

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Date: 22/03/18

Mr./Ms. Swapnil Ganpat More

Dear,

This has reference to your application and subsequent personal interview. We are pleased to offer you the post of Trainee in our ADI Department based at Sangam on terms and conditions mutually agreed between us.

The resignation acceptance letter from your previous organization should be produced within 15 days of acceptance of Offer letter or else the offer letter will be considered void and nullified. You are requested to join the duties latest by 01/06/18

We will issue you regular appointment letter with details on the actual date of your joining. You are requested to return the duplicate copy of this offer as a token of your acceptance and confirm the exact date of your joining our organization.

You are requested to bring with you the following documents at the time of joining your duties:

- i) Four passport size photographs.
- ii) Copies of educational/professional qualifications and experience certificates.
- iii) Relieving letter from the present employer.
- iv) Certificates in support of date of birth.
- v) Copy of Permanent Address Proof.

We look forward for your long & happy association with Macleods Pharmaceuticals Ltd.

With best regards.

For Macleods Pharmaceuticals Ltd, India


Authorized Signatory

Acceptance:

I have read the above terms and conditions and I do hereby agree to the same and accept the offer. I will join on _____

Mr./Ms. More Swapnil Ganpat

MACLEODS
PHARMACEUTICALS
LIMITED

Regd. Office :
Atlanta Arcade, Church Road,
Near Leela Hotel, Anandhi-Kurla Road,
Anandhi (East), Mumbai-400 059, India.

Phone : 91 - 22 - 6676 2800
Fax : 91 - 22 - 2925 6599
Email : customercare@macleodspharma.com
Website: www.macleodspharma.com
CIN : U24239MH19A9PLC052049


Principal
S.S.G.M. College
Kopergaon

411

| PROPOSED SALARY STRUCTURE (MSC / B.PHARMA) | |
|--|-------------------------|
| NAME : | Mr. Swapnil Ganpat More |
| DESIGNATION : | Trainee |
| DEPARTMENT : | ADL - APJ |
| LOCATION : | SARIGAM PLANT |

**SALARY BREAK-UP
MONTHLY PAYMENTS**

| | PER MONTH | PER ANNUM |
|----------------|--------------|---------------|
| BASIC | 8500 | 102000 |
| HRA | 425 | 5100 |
| EDU. ALLOW | 500 | 6000 |
| TRANSPORT | 300 | 3600 |
| CCA | 100 | 1200 |
| PPA | 175 | 2100 |
| TOTAL : | 10000 | 120000 |

| RETIRALS BENEFITS | | |
|-------------------|-------------|--------------|
| EMPLR PF | 1020 | 12240 |
| TOTAL : | 1020 | 12240 |

| | |
|------------------------|--------|
| TOTAL SALARY PER MONTH | 11020 |
| TOTAL SALARY PER ANNUM | 132240 |

ACCEPTED BY : *[Signature]*
 DATE :- 22/05/2018
 PLACE :- Kopergaon

APPROVED BY : *[Signature]*

Note : Reimbursement Payment
 * are Quaterly Reimbursement and
 ** are Annual Reimbursement

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405

2018-19



Date: 22/03/18

Mr./Ms. Shivani Vasant Rao Deokar

Dear,

This has reference to your application and subsequent personal interview. We are pleased to offer you the post of Trainee in our AD1-API Department based at R&D Mumbai on terms and conditions mutually agreed between us.

The resignation acceptance letter from your previous organization should be produced within 15 days of acceptance of Offer letter or else the offer letter will be considered void and nullified. You are requested to join the duties latest by 01/06/18

We will issue you regular appointment letter with details on the actual date of your joining. You are requested to return the duplicate copy of this offer as a token of your acceptance and confirm the exact date of your joining our organization.

You are requested to bring with you the following documents at the time of joining your duties:

- i) Four passport size photographs.
- ii) Copies of educational/professional qualifications and experience certificates.
- iii) Relieving letter from the present employer.
- iv) Certificates in support of date of birth.
- v) Copy of Permanent Address Proof.

We look forward for your long & happy association with Macleods Pharmaceuticals Ltd.

With best regards.

For Macleods Pharmaceuticals Ltd, India

Authorized Signatory

Acceptance: Deokar S.V. Shivani

I have read the above terms and conditions and I do hereby agree to the same and accept the offer. I will join on 01-06-18

Mr./Ms. Deokar S.V. Shivani

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Ancheri (East), Mumbai-400 059, India.

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Email : customercare@macleodspharma.com
Website: www.macleodspharma.com
CIN : U24239MH1989PLC059049



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| PROPOSED SALARY STRUCTURE (M.SC / B. PHARMA) | |
|---|-----------------------------|
| NAME : | MS. Shivani Vasudrao Deskar |
| DESIGNATION : | TRAINEE |
| DEPARTMENT : | ADL - API |
| LOCATION : | R&D CENTER |

| |
|-------------------------------------|
| SALARY BREAK-UP MONTHLY PAYMENTS |
|-------------------------------------|

| | PER MONTH | PER ANNUM |
|------------|-----------|-----------|
| BASIC | 9200 | 110400 |
| HRA | 460 | 5520 |
| EDU. ALLOW | 1800 | 21600 |
| TRANSPORT | 300 | 3600 |
| CCA | 100 | 1200 |
| PPA | 140 | 1680 |
| TOTAL : | 12000 | 144000 |

| RETIRALS BENEFITS | | |
|-------------------|------|-------|
| EMPLR PF | 1104 | 13248 |
| EMPLR ESIC | 570 | 6840 |
| TOTAL : | 1674 | 20088 |

| | |
|------------------------|--------|
| TOTAL SALARY PER MONTH | 13674 |
| TOTAL SALARY PER ANNUM | 164088 |

ACCEPTED BY : Deskar S.V. *Shivani*

DATE : 22-3-18

PLACE : Kopergaon

APPROVED BY :

Note - Reimbursement Payment
 * are Quarterly Reimbursement and
 ** are Annual Reimbursement


 Principal
 S.S.G.M. College
 Kopergaon

Date: 22/03/18

Mr./Ms. Vrutika Rahane

Dear, Vrutika

This has reference to your application and subsequent personal interview. We are pleased to offer you the post of Trainer in our ADL-APL Department based at R&D on terms and conditions mutually agreed between us.

The resignation acceptance letter from your previous organization should be produced within 15 days of acceptance of Offer letter or else the offer letter will be considered void and nullified. You are requested to join the duties latest by 01/06/18.

We will issue you regular appointment letter with details on the actual date of your joining. You are requested to return the duplicate copy of this offer as a token of your acceptance and confirm the exact date of your joining our organization.


You are requested to bring with you the following documents at the time of joining your duties:

- i) Four passport size photographs.
- ii) Copies of educational/professional qualifications and experience certificates.
- iii) Relieving letter from the present employer.
- iv) Certificates in support of date of birth.
- v) Copy of Permanent Address Proof.

We look forward for your long & happy association with Macleods Pharmaceuticals Ltd.

With best regards.

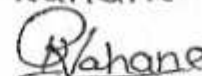
For Macleods Pharmaceuticals Ltd, India


Authorized Signatory

Acceptance:

I have read the above terms and conditions and I do hereby agree to the same and accept the offer. I will join on 01/06/18

Mr./Ms. Rahane V. R




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| PROPOSED SALARY STRUCTURE (M.SC / B. PHARMA) | |
|--|--------------------|
| NAME : | Ms. Vrutika Rahane |
| DESIGNATION : | TRAINEE |
| DEPARTMENT : | ADL- APS |
| LOCATION : | R&D CENTER |

| |
|-------------------------------------|
| SALARY BREAK-UP MONTHLY PAYMENTS |
|-------------------------------------|

| | PER MONTH | PER ANNUM |
|-------------------|-----------|-----------|
| BASIC | 9200 | 110400 |
| HRA | 460 | 5520 |
| EDU. ALLOW | 1800 | 21600 |
| TRANSPORT | 300 | 3600 |
| CCA | 100 | 1200 |
| PPA | 140 | 1680 |
| TOTAL : | 12000 | 144000 |
| RETIRALS BENEFITS | | |
| EMPLR PF | 1104 | 13248 |
| EMPLR ESIC | 570 | 6840 |
| TOTAL : | 1674 | 20088 |

| | |
|------------------------|--------|
| TOTAL SALARY PER MONTH | 13674 |
| TOTAL SALARY PER ANNUM | 164088 |

ACCEPTED BY : Rahane V.R. 
 DATE : 22/3/18
 PLACE : Kopergaon

APPROVED BY : 

Note - Reimbursement Payment
 * are Quarterly Reimbursement and
 ** are Annual Reimbursement

(50)

2018-19

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Date: 22/03/18

Mr./Ms. Aman Manodi Chinchpore

Dear,

This has reference to your application and subsequent personal interview. We are pleased to offer you the post of Trainee in our ADL APT Department based at R&D on terms and conditions mutually agreed between us.

The resignation acceptance letter from your previous organization should be produced within 15 days of acceptance of Offer letter or else the offer letter will be considered void and nullified. You are requested to join the duties latest by 01/06/2018.

We will issue you regular appointment letter with details on the actual date of your joining. You are requested to return the duplicate copy of this offer as a token of your acceptance and confirm the exact date of your joining our organization.

You are requested to bring with you the following documents at the time of joining your duties:

- i) Four passport size photographs.
- ii) Copies of educational/professional qualifications and experience certificates.
- iii) Relieving letter from the present employer.
- iv) Certificates in support of date of birth.
- v) Copy of Permanent Address Proof.

We look forward for your long & happy association with Macleods Pharmaceuticals Ltd.

With best regards.

For Macleods Pharmaceuticals Ltd, India

Authorized Signatory,

Acceptance:

I have read the above terms and conditions and I do hereby agree to the same and accept the offer. I will join on 1-06-2018

Mr./Ms. Chinchpore Aman Manodi

MACLEODS
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Website: www.macleodspharma.com
CIN : U24232MH1989PLC052049

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| PROPOSED SALARY STRUCTURE (M.SC / B. PHARMA) | |
|---|----------------------------|
| NAME : | Mr. Amar Masudi Chinchpure |
| DESIGNATION : | TRAINEE |
| DEPARTMENT : | ADL - API |
| LOCATION : | R&D CENTER |

| |
|-------------------------------------|
| SALARY BREAK-UP MONTHLY PAYMENTS |
|-------------------------------------|

| | PER MONTH | PER ANNUM |
|-------------------|-----------|-----------|
| BASIC | 9200 | 110400 |
| HRA | 460 | 5520 |
| EDU. ALLOW | 1800 | 21600 |
| TRANSPORT | 300 | 3600 |
| CCA | 100 | 1200 |
| PPA | 140 | 1680 |
| TOTAL : | 12000 | 144000 |
| RETIRALS BENEFITS | | |
| EMPLR PF | 1104 | 13248 |
| EMPLR ESIC | 570 | 6840 |
| TOTAL : | 1674 | 20088 |

| | |
|------------------------|--------|
| TOTAL SALARY PER MONTH | 13674 |
| TOTAL SALARY PER ANNUM | 164088 |

ACCEPTED BY : Chinchpure Amar Masudi APPROVED BY :
DATE : 22/03/2018
PLACE : Kopergaon.

Amar

K. Masudi

Note : Reimbursement Payment
* are Quarterly Reimbursement and
** are Annual Reimbursement

[Signature]
Principal
S.S.G.M. College
Kopergaon

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| PROPOSED SALARY STRUCTURE (M.SC / B. PHARMA) | |
|---|----------------------|
| NAME : | Shyam Bhimanan Madho |
| DESIGNATION : | TRAINEE |
| DEPARTMENT : | ADL - API |
| LOCATION : | R&D CENTER |

**SALARY BREAK-UP
MONTHLY PAYMENTS**

| | PER MONTH | PER ANNUM |
|----------------|--------------|---------------|
| BASIC | 9200 | 110400 |
| HRA | 460 | 5520 |
| EDU. ALLOW | 1800 | 21600 |
| TRANSPORT | 300 | 3600 |
| CCA | 100 | 1200 |
| PPA | 140 | 1680 |
| TOTAL : | 12000 | 144000 |

| RETIRALS BENEFITS | | |
|-------------------|-------------|--------------|
| EMPLR PF | 1104 | 13248 |
| EMPLR ESIC | 570 | 6840 |
| TOTAL : | 1674 | 20088 |

| | |
|------------------------|--------|
| TOTAL SALARY PER MONTH | 13674 |
| TOTAL SALARY PER ANNUM | 164088 |

ACCEPTED BY :

DATE :

PLACE :

APPROVED BY :

Aishwarya Dadas

Note: Reimbursement Payments
* are Quarterly Reimbursement and
** are Annual Reimbursement

Signature
Date

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Salary Details for M.Sc/ B.Pharma

| <u>Education</u> | <u>Period</u> | <u>R&D</u> |
|------------------------|---------------------|----------------|
| | Trainee | 164088/- pa |
| M.SC / B.Pharma | Probation | 219852/- pa |
| | Confirmation | 230844/- pa |

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| PROPOSED SALARY STRUCTURE (M.SC / B. PHARMA) | |
|---|---------------|
| NAME : | Prasad Sabane |
| DESIGNATION : | TRAINEE |
| DEPARTMENT : | AMD-API |
| LOCATION : | R&D CENTER |

| |
|-------------------------------------|
| SALARY BREAK-UP MONTHLY PAYMENTS |
|-------------------------------------|

| | PER MONTH | PER ANNUM |
|-------------------|--------------|---------------|
| BASIC | 9200 | 110400 |
| HRA | 460 | 5520 |
| EDU. ALLOW | 1800 | 21600 |
| TRANSPORT | 300 | 3600 |
| CCA | 100 | 1200 |
| PPA | 140 | 1680 |
| TOTAL : | 12000 | 144000 |
| RETIRALS BENEFITS | | |
| EMPLR PF | 1104 | 13248 |
| EMPLR ESIC | 570 | 6840 |
| TOTAL : | 1674 | 20088 |

| | |
|------------------------|--------|
| TOTAL SALARY PER MONTH | 13674 |
| TOTAL SALARY PER ANNUM | 164088 |

ACCEPTED BY :
DATE :
PLACE :

APPROVED BY :

Aishwarya

1. Monthly Salary Payment
2. Quarterly Bonus Payment and
3. Annual Bonus Payment


Principal
S.S.G.M. College
Kopergaon

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Offer Letter for Paid Intern

Name: Mr. Ganesha Bajage

Date: 22/03/18

Dear Ganesha,

We are pleased to extend to you this offer of working as an Intern. If you accept this offer, you will begin your internship with the Company on 1st Nov 18 and will be expected to work 6 Days per week.

You will be paid a stipend of 8000/- per month, less all applicable taxes and withholding. As a Intern, you will not receive any of the employee benefits that regular company employee receive.

Your internship is expected to end on 31st Dec 18 However, your internship with the company is "at-will," which means that either you or the company may terminate your internship at any time, with or without cause and with or without notice.

During your Internship, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of Internship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purpose or from disclosing it to anyone outside the company. In addition, you agree that, upon conclusion of your Internship, you will immediately return to the company all of it property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

With best regards.

For Macleods Pharmaceuticals Ltd.

Authorized Signatory

Acceptance:

I accept employment with the Company on the terms and condition set out in this letter.

Mr./Ms. Bajage Ganesha A.

MACLEODS
PHARMACEUTICALS
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Regd. Office :
Atlanta Arcade, Church Road,
Near Leela Hotel, Andheri-Kurla Road,
Anandri (East), Mumbai-400 059, India.

Phone : 91 - 22 - 6676 9800
Fax : 91 - 22 - 2925 6599
Email : customercare@macleodspharma.com
Website : www.macleodspharma.com
CIN : U24239MH1999PLC052049

Principal
S.S.G.M. College
Kopergaon

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| PROPOSED SALARY STRUCTURE (MSC / B.PHARMA) | |
|--|-------------------|
| NAME : | Mr. Ganesh Borage |
| DESIGNATION : | Trainee |
| DEPARTMENT : | QC |
| LOCATION : | SARIGAM PLANT |

**SALARY BREAK-UP
MONTHLY PAYMENTS**

| | PER MONTH | PER ANNUM |
|-------------------------------|---------------|---------------|
| BASIC | 8500 | 102000 |
| HRA | 425 | 5100 |
| EDU. ALLOW | 500 | 6000 |
| TRANSPORT | 300 | 3600 |
| CCA | 100 | 1200 |
| PPA | 175 | 2100 |
| TOTAL : | 10000 | 120000 |
| RETIRALS BENEFITS | | |
| EMPLR PF | 1020 | 12240 |
| TOTAL : | 1020 | 12240 |
| TOTAL SALARY PER MONTH | 11020 | |
| TOTAL SALARY PER ANNUM | 132240 | |

ACCEPTED BY : *[Signature]*
 DATE : 22/3/2018
 PLACE : Kopergaon

APPROVED BY : *[Signature]*

Note : Reimbursement Payment
 * are Quaterly Reimbursement and
 ** are Annual Reimbursement