



SCARLET REMEDIES PVT. LTD.

Corporate address:- 62/1 Soni Colony Bhikangaon, Dist.Khargone.
Production address:-Khasra No. 115/2, state highway gram piprad Bhikangaon
Dist. khargone Madhya Pradesh, 451331

No. -: 20B/957/12/2017, 21B/958/12/

GST No -:- 23AAAYCS4079E1ZX

Dated:-06/01/2023

To,

Yashraj Wasle

Bala ji colony, bhikangaon, dist khargone, M.P 451331

CONGRATULATIONS!

Sub: Offer for Appointment for " Production chemist trainee"

Dear Yashraj Wasle

With reference to your application and subsequent interview with us, we are pleased to offer you the following position:

Position	Production chemist trainee
Company Location	Scarlet Remedies Pvt. Ltd.
Probation	Six Month
Salary	As per our discussion
Joining Date	When you accept our offer

You are requested to return the duplicate copy of the offer of appointment signed by you in token of your acceptance or Email back to us using your personal email address to our official id tendering your consent.

We welcome you and look forward to a long and successful association.

Yours sincerely,

For Scarlet remedies Pvt. Ltd



Seema
Principal

GRY Institute of Pharmacy
BORAWAN (Khargone) M.P. 451323

Signature of M.D
Scarlet Remedies Pvt Ltd
Shot on realme GT
Director

Date: 01/04/2023

Mr. PANKAJ PATEL

Address: 21, HANUMAN MANDIR KE PASS, CHOUNDI POST-ANDAL, TEHsil, BORAHA, DIST - KHARGONE, 451338 MP

7489029345

Subject: Appointment for post of Medical Representative

Dear Mr. PANKAJ PATEL

We are pleased to offer you, the position of Medical Representative with M/s. ALPERO HEALTHCARE PVT LTD in the following terms and conditions:

1. COMMENCEMENT OF EMPLOYMENT

Your Probational employment will be effective, from 01/04/2023 and if your performance is satisfactory your permanent employment will start from 6 months from the joining date.

2. REPORTING

You will report to Mr. JITENDRA LASKHARI (A.B.M) AND MR. KASIM ALI SAIFEE (DIRECTOR).

3. SALARY

Your salary and other benefits will be as set out in Schedule I, hereto.

4. PLACE OF POSTING

You will be posted at INDORE HEAD QUARTER (DEPALUER, HATOD AGAR SANWER, LOCAL INDORE) DEWAS DIST WITH ALL INTERIORS AND JHABUA DIST WITH ITS ALL INTERIORS, you may however be required to work at any place of business which the Company has or may later acquire.

5. HOURS OF WORK

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 10:00 hrs to 18:30 hrs and you are expected to work not less than 54 hours each week, and if necessary, for additional hours depending on your responsibilities.

Alpero Healthcare PVT, LTD.

1101 N Nagar, Indore, Madhya Pradesh- 452002

Seema
Principal,

GRY Institute of Pharmacy
BORAHAN (Khargone) 451222



PAID LEAVE/HOLIDAYS PER ANNUM

6.1 You are entitled for Leaves as per below table after completion of probation period

Leaves Occasion	Dates	No. of Days
Moharram Yearly Off	As Applicable	1
Public Holidays	26 th Jan & 15 th Aug	2
Festive / Casual Leaves	As Applicable	6
Sick Leaves	As Applicable	6
	TOTAL -	15 Days p.a.

7. NATURE OF DUTIES

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

8. COMPANY PROPERTY

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. BORROWING / ACCEPTING GIFTS

You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. TERMINATION

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 1 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 As per discussion with your collage placement team you are not able to leave the company for one year from the date of joining and then after that you may terminate your employment with the Company, without any cause, by giving no less than 2 months' prior notice or salary for unsaved period, without any adjustment of pending leaves, as on date.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

Seen

Principal,

GRY Institute of Pharmacy
BCP, Indore (Madhya Pradesh) 451228

Alpero Healthcare PVT. LTD.

1101 N Nagar, Indore, Madhya Pradesh- 452002



10.1.3. On the termination of your employment for whatever reason, you will return to the Company all property, documents and paper, both original and copies thereof, including any samples, specimens, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or the Company's business affairs.

11. CONFIDENTIAL INFORMATION

11.1 During your employment with the Company you will devote your whole time, attention and skill as the best of your ability for its business. You shall not, directly or indirectly or thru any associate or relatives in whatsoever ways, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time.

11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learned by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the

Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law. If required suitable legal action will be taken in this case.

12. NOTICES

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

13. APPLICABILITY OF COMPANY POLICY

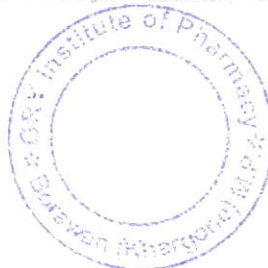
The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

Alperu Healthcare PVT. LTD.

1101 N Nagar, Indore, Madhya Pradesh- 452002


Principal,

GRY. Institute of Pharmacy
BORAWAN (Khargone) 451228



14. GOVERNING LAW / JURISDICTION

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of INDORE High Court, MADHYA PRADESH only

15. MINIMUM JOB DURATION

You agree to ensure a minimum job duration of 2 year after 6 months of the Probation period from the date of joining

16. ACCEPTANCE OF OUR OFFER

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy. We welcome you and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

For, *Alpero Healthcare*

Alpero Healthcare Pvt.Ltd

Director

(Signature)

Schedule I - Compensation Details

SALARY STRUCTURE (INR)

PARTICULARS	Rs
BASIC SALARY	10,000/-INR PER MONTH
HEAD QUARTER WORKING	100/-
OUTSTATION WORKING	200/-
TRAVELING EXPENSES	2.25/- PER KM
OUTSTATION WORKING NIGHT STAY	400/-

Note: You will receive salary and all other benefits forming part of your remuneration package subject to, and as per, deduction of tax at source in accordance with applicable law.

Alpero Healthcare PVT. LTD.

1101 N Nagar, Indore, Madhya Pradesh- 452002

Seen
Principal,

GRY. Institute of Pharmacy
BORAWAN (Bhargone) 451223



PLEASE SEND FOLLOWING DOCUMENTS ALONG WITH THE APPOINTMENT LETTER PROPERLY SIGNED AT THE BOTTOM OF EVERY PAGE AND AT LAST PAGE ABOVE YOUR NAME,

- 1) COPY OF AADHAR CARD SELF ATTACHED
- 2) COPY OF PAN CARD SELF ATTACHED
- 3) BANK PASSBOOK PHOTOCOPY OR BANK DETAILS

NOTE- YOUR INCENTIVE POLICIES, BONUS, AND TARGETS WILL BE DISCUSSED WITH YOU IN PERSON AND IT MAY VARY AS PER THE COMPANY SALE S.

PLEASE SEND ALL THE DOCUMENTS AT THE ADDRESS GIVEN BELOW

ALPERO HEALTHCARE PRIVATE LIMITED
SCHEME 44, PLOT 52, KHATIWALA TANK,
INDORE, MP, 452014

9754143504,9111099177



Seen

Principal,
GRY. Institute of Pharmacy
BORAWAN (Khargone) 451228

Schedule II - Responsibilities & Duties

- Selling the company's medications to doctors, pharmacists, and other relevant healthcare professionals.
- Scheduling appointments with doctors, pharmacists, and other healthcare professionals to promote company medications.
- Developing an in-depth understanding of company medications.
- Building and maintaining good business relationships with customers to encourage repeat purchases.
- Following up on leads generated by the company.
- Preparing presentations for potential customers.
- Researching competitor's medications and their respective market performances.
- Keeping abreast of new developments in the medical field to determine the effect of such developments on the company's business strategies.

Note: Other than above initial briefed responsibilities the employee is assumed to undertake several other duties & responsibilities as and when required from their end.

Yes, I have read, acknowledge & understood all points of the Offer Letter and duly confirm and shall join on the agreed date

Your Faithfully,

PANKAJ PATEL

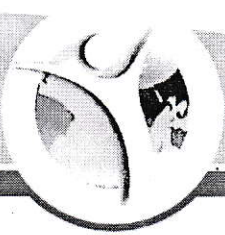


Seema
Principal,

GRY Institute of Pharmacy
BORAWAN (Khargone) 451228

Aparna Healthcare PVT. LTD.

11/31 N Hagar, Indore, Madhya Pradesh- 452002



ASKON
HEALTHCARE

ASKON HEALTH CARE

(An ISO 9001-2008 certified company)

To

Ms. Princi Tomar

Gram Jalkua Post Khandwa-450881 (MP)

Sub: Appointment letter for the post of QA Executive

Dear Ms. Princi Tomar

This is refer to your application for the above post

It gives us great pleasure to inform you that we hereby offer you the position of QA Executive of Production Department at our Ujjain Plant in our organization on mutually agreed terms and condition.

You shall be required to join on 16-01-2023

The regular letter of appointment incorporating the detailed terms and conditions of employment including your salary, benefits and allowances as discussed during the meeting will be issued to you consequent to your joining.

Please sign the duplicate copy of the enclosed letter as a token of your acceptance for doing the further needful.

Thanking You

For Askon Health Care.

Askon Health Care

Authorized Signatory



Seena

Principal,
GRY. Institute of Pharmacy
BORAWAN (Khandwa) 451228



Makin Laboratories Pvt. Ltd.
(A GMP Certified Company)

Regd. Office : 33, Narmada Nagar, Annapurna Road, Indore (M.P.) INDIA - 452009
Ph.: 0731-4007443
Mob. 91-9425960315, +91-9926560314

MLPL/HR/T/2023/007

April 08, 2023

Mr. Divyesh Chaudhari
Barwani (M.P.)

Sub: Joining Letter Trainee

Dear Divyesh,

In reference to your application and subsequent interview you had with us, you will be appointed as **Trainee** in "**Production (Packing) Department**" in our company on following term & condition. You are advised to join us at Factory Site Pithampur as soon as possible.

1. Your Date of Joining will be 11.04.2023.
2. Your Training period will be for Eleven month.
3. During training period, you will be paid Stipend of Rs.8010/- per month.
4. You will be governed according to the Standing Order (Under M.P. Industrial Employment Act, 1961).
5. Please bring the following documents on the date of your joining:
 - a). Certificate showing your date of birth.
 - b). Certificate of your qualifications.
 - c). Four Passport Size Photographs.
 - d). Copy of Aadhar Card and Pan Card.
 - e). ID Proof and Residence proof.

Please sign and return a copy of same as token of your acceptance.

For MAKIN LABORATORIES PVT LTD

AUTHORISED SIGNATORY



Seena
Principal,

GRY. Institute of Pharmacy
BORAWAN (Kharagone) 451209



Makin Laboratories Pvt. Ltd.
(A GMP Certified Company)

Regd. Office : 33, Narmada Nagar, Annapurna Road, Indore (M.P.) INDIA - 452009
Ph.: 0731-4007443
Mob. 91-9425960315, +91-9926560314

MLPL/HR/T/2023/009

April 08, 2023

Mr. Ishwar Khernar
Barwani (M.P.)

Sub: Joining Letter Trainee

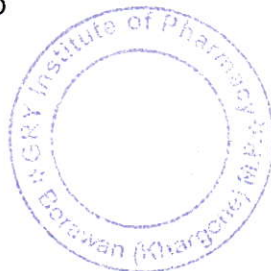
Dear Ishwar,

In reference to your application and subsequent interview you had with us, you will be appointed as Trainee in "Production (Granulation) Department" in our company on following term & condition. You are advised to join us at Factory Site Pithampur as soon as possible.

1. Your Date of Joining will be 11.04.2023.
2. Your Training period will be for Eleven month.
3. During training period, you will be paid Stipend of Rs.8010/- per month.
4. You will be governed according to the Standing Order (Under M.P. Industrial Employment Act, 1961).
5. Please bring the following documents on the date of your joining:
 - a). Certificate showing your date of birth.
 - b). Certificate of your qualifications.
 - c). Four Passport Size Photographs.
 - d). Copy of Aadhar Card and Pan Card.
 - e). ID Proof and Residence proof.

Please sign and return a copy of same as token of your acceptance.

For MAKIN LABORATORIES PVT LTD



Sreen

GRY Institute of Pharmacy
Barwan (Kharajpur) M.P.



Makin Laboratories Pvt. Ltd.
(A GMP Certified Company)

Regd. Office : 33, Narmada Nagar, Annapurna Road, Indore (M.P.) INDIA - 452009
Ph.: 0731-4007443
Mob. 91-9425960315, +91-9926560314

MLPL/HR/T/2023/008

April 08, 2023

Mr. Jayesh Patil
Barwani (M.P.)

Sub: Joining Letter Trainee

Dear Jayesh,

In reference to your application and subsequent interview you had with us, you will be appointed as Trainee in "Production (Packing) Department" in our company on following term & condition. You are advised to join us at Factory Site Pithampur as soon as possible.


1. Your Date of Joining will be 11.04.2023.
2. Your Training period will be for Eleven month.
3. During training period, you will be paid Stipend of Rs.8010/- per month.
4. You will be governed according to the Standing Order (Under M.P. Industrial Employment Act, 1961).
5. Please bring the following documents on the date of your joining:
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 - b). Certificate of your qualifications.
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 - d). Copy of Aadhar Card and Pan Card.
 - e). ID Proof and Residence proof.

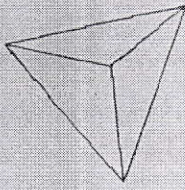
Please sign and return a copy of same as token of your acceptance.

For MAKIN LABORATORIES PVT LTD


AUTHORISED SIGNATORY




Principal,
GRY. Institute of Pharmacy
BORAWAN (Khargone) 451228



Annova

+91 8269047772
www.annovasolutions.com
contact@annovasolutions.com
CIN U93090MP2016PTC040853

Ref: HR/AL/2023-24/2047
Date: 24th Mar'23

To,
Ishita Thakur
ishitathakur2206@gmail.com

Subject: Letter of Appointment

Dear Ishita,

We are delighted to offer you a role at Annova Solutions Private Limited on the following terms & conditions:

- DESIGNATION:**
You will be designated as Medical Coder - Trainee.
- PLACE OF POSTING:**
You will be posted in our office at Annova Solutions Pvt Ltd (hereinafter referred to as 'Company' or 'Organization'), Indore Location. Your Date of Joining is 18th Mar 2023. You need to report to work at 7th Floor Block A Metro Tower Near Mangal City Vijay Nagar Indore. At any time during the period of appointment, you will be liable to transfer in such other capacity that the company may determine to any other Department/ Branch/ Establishment or any other Company under the same management without adversely affecting your emoluments and general condition of service.
- REMUNERATION:**
Your Monthly Remuneration will be INR 10,000 (Rupees Ten Thousand Only), and additional allowance of INR 2,000/- which is linked to attendance and continuity in the program, and additional benefits and perks.
- WORKING HOURS:**
Your office working hours will be 9 hours (including one hour break for Breakfast/Lunch/Dinner/Tea/Snacks) and shift will start anytime between 08:00 am to 11:00 am depending on the client requirements, you need to work from Monday to Friday. The shift timings may be amended by the Management from time to time per the organizational/client requirement. During probation period, your working hours will be 6 days a week from Monday to Saturday.

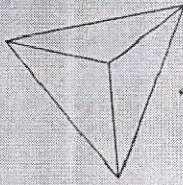


Page 1 of 7

RO 13, Kumar Mohalla, Flat 301, Utsav Residency, Malharganj, Indore 452002 India
514, Shekhar Central, 4-5, Manorma Ganj, Palasia, Indore 452001 India
H/01, Metro Tower, PU-4, Scheme No. 54, Indore 452010



Seena
Principal,
GRY. Institute of Pharmacy
BORAWAN (Khargone) 451228



Annova

+91 8269047772
www.annovasolutions.com
contact@annovasolutions.com
CIN U93090MP2016PTC040853

5. TRAINING:

This is an on-job training program for a period of 12 months. It is mandatory for you to clear the training evaluations time-to-time to continue your services with Annova Solutions. During this period, your performance shall be monitored regularly. In the event of your in-ability to clear the training or non-performance, the Company shall relieve you of your duties with immediate effect and the salary will be paid from the date of joining till your last working/training day. You will not be entitled for any other compensation, salary or notice pay in lieu of your relieving from the organization.

6. PROBATION PERIOD:

Your employment with the Company will be subject to a probationary period of 6 months from the date of joining service. Based on your performance and conduct the probation period may be extended at sole discretion of the management. During probation period, your performance, attendance & conduct will be under observation and your services can be terminated immediately due to poor performance, disciplinary issues, etc. without assigning any reason or notice/notice pay thereof. However, you may also terminate the employment during such period, by giving 30 days' prior notice or salary in lieu of notice. Confirmation to employment will be subject to your performance and business circumstances.

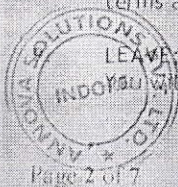
7. SERVICE AGREEMENT BOND:

You shall mandatorily render your service to the company for a minimum period of 6 months. You shall not apply for employment elsewhere during your training period or service period of 6 months thereafter, without the prior permission of the company. In case you have already applied and/or appeared in any such test, interview etc. before joining the service of the Company, in the event of your selection you shall not join the new organization, unless you have fully complied with the terms and condition of the Service Agreement Bond. In the event of breach of this material condition the company shall have the right to recover Rs. 50,000/- from you as the cost of your recruitment and training.

You shall also sign a separate Employee Employer bond agreement with the company within 7 days of your joining. The terms and conditions of the said bond agreement will be read together with this document.

8. TRANSFER:

Your service is liable to be transferred for work in any department/ anywhere in India depending on exigencies of work. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.



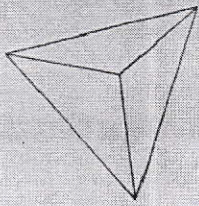
You will be eligible for paid leaves as per Company Policy.

Handwritten signature

RO 13, Kumar Mohalla, Flat 301, Utsav Residency, Malharganj, Indore 452002 India
514, Shekhar Central, 4-5, Manorma Ganj, Palasia, Indore 452001 India
H-701, Metro Tower, PU-4, Scheme No. 54, Indore 452010



Signature
Principal,
GRY. Institute of Pharmacy
BORAWAN (Khargone) 451228



Annova

+91 8269047772

www.annovasolutions.com

contact@annovasolutions.com

CIN U93090MP2016PTC040853

10. CONFIDENTIAL INFORMATIONS:

You shall not give out in any manner, particulars, or details of any research process, any trade secret, Contract/Agreement of the client's, administrative and or organizational matters of confidential nature etc.

12. NON-DISCLOSURE & INTELLECTUAL PROPERTY AGREEMENT:

It is required that you do not disclose any of the information or asset as they are the Intellectual properties of the Company. If you are found violating this agreement, it can lead to termination of your employment instantly and legal action as deemed appropriate by the company. It is mandatory to sign Non-Disclosure Agreement (NDA) on the day of your joining the organization.

13. PHYSICAL FITNESS:

This appointment shall be subject to your being found and certified physically and mentally fit. Further you are required to maintain yourself in a state of medical fitness (physical & mental). In case at any point of time you are found medically unfit during your services, the Company will be liable for termination without any notice or payment in lieu thereof.

14. CHANGE OF ADDRESS:

You shall keep the company informed about changes if any in your residential address & contact information, so as to facilitate Communication with you, and all communications sent to you at correct address.

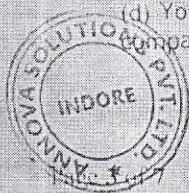
15. DUTIES & RESPONSIBILITIES:

(a) Your appointment in the company is full time and you shall devote yourself exclusively to the business of the company. You will not engage yourself in any other gain full employment or business (part time or full time) as long as you are employed in the company. Any action contrary to this shall render your services liable for termination without any notice or payment in lieu thereof.

(b) You are required to sign the Company 'Code of Conduct' Guidelines on the day of joining along with Service Agreement and will abide by the rules and regulations mentioned therein.

(c) You are required to deal with the Company's clients, materials and documents with utmost honesty. If at any time you are found of moral turpitude or of any dishonesty in dealing with the Company's money, materials and documents, you shall render yourself liable for termination without any notice or payment in lieu thereof.

(d) You will not divulge or give public any information related to any aspect of the company to anyone not employed by the company, including in such activity

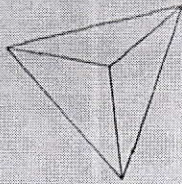


JSK

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514, Shekhar Central, 4-5, Manorma Ganj, Palasia, Indore 452001 India
H-701, Metro Tower, PU-4, Scheme No. 54, Indore 452010



GRY... Pharmacy
BOR... (unclear)



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+91 8269047772

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contact@annovasolutions.com

CIN U93090MP2016PTC040853

shall render you liable for termination without any notice or payment in lieu thereof.

(c) If any declaration given or information furnished by you to the company are found to be false or if you are found to have willfully suppressed any material information at any point of time during your services are liable to be terminated immediately without any notice or payment in lieu thereof. Your employment may also be terminated with immediate effect on disciplinary grounds and you will not be entitled for any payment or salary for such termination.

16. ABSENCE FROM DUTIES:

Your absence for a continuous period of 3 days (including absence when the leave is applied, but not granted) or overstay for a period of 3 days will be treated as absconding from the services which automatically lead to termination of your employment with immediate effect without any notice in intimation from the side of the Management. In such cases, you will not be entitled for salary, compensation/benefits and relieving/experience letters in lieu of your absence. If the termination is within "SERVICE AGREEMENT BOND" period, the terms of the Bond Agreement will operate.

17. NOTICE PERIOD:

On Confirmation of your services and expiry of the bond period with the organization, either party (employee or employer) can terminate the services by giving 30 days' notice or one-month Salary in lieu of notice. The Company Management reserve the rights to accept or reject the notice period buy-out option. The Company at its discretion, during probation or on confirmation of your services thereof, without assigning any reason, can terminate your employment on payment in lieu of Notice Period. Such payment will be calculated pro rate on the basis of your current Fixed salary (subject to Tax Deduction).

18. CONTRACT/BOND WITH PREVIOUS EMPLOYERS:

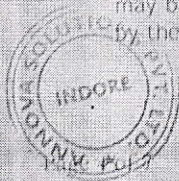
It will be your personal responsibility to discharge all obligations arising out of any contract or bond with previous employer.

19. TERMINATION OF EMPLOYMENT:

On termination of this employment, you will immediately hand over the company all correspondence, specifications, books, documents, client information, literature, cost data, physical records, Data Card, Laptop/Desktop, etc. belonging to the company or relating to its business and shall not make or retain any copies of these items.

20. STANDING ORDER- Adherence to Code of Conduct, Company Values & Policies:

You will abide by the Standing Orders, rules & regulations and service conditions that may be in force or applicable to the organization or are framed from time to time by the company.

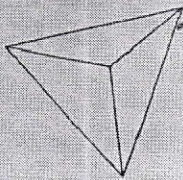


Jain

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514, Shekhar Central, 4-5, Manorma Ganj, Palasia, Indore 452001 India
H-701, Metro Tower, PU-4, Scheme No. 64, Indore 462010



Seema
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GRY Institute of Pharmacy
BORAWAN (Khargone) 451222



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www.annovasolutions.com

contact@annovasolutions.com

CIN U93090MP2016PTC040853

21. EXPERIENCE/RELIEVING LETTER:

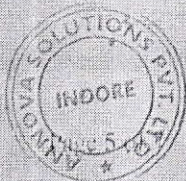
Experience/Service letter shall be issued to you on satisfactory completion of Resignation process which includes serving notice period, compliance to Service Agreement Bond, Knowledge Transfer (KT), 'No Due' clearances from the respective stakeholders /departments and handing over the Company Assets to the organization.

22. RETIREMENT AGE:

You shall retire from the services of the company on attaining the age of 58 years on the basis of the age-proof submitted by you, subject to your being medically and mentally fit.

23. GENERAL:

The above terms and conditions are based on company's policy, procedures and rules and regulations currently applicable to the company's employees and are subject to amendments and adjustments from time to time.



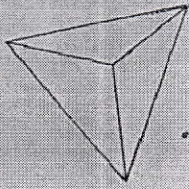
J. Singh

RO 13, Kumar Mohalla, Flat 301, Utsav Residency, Malharganj, Indore 452002 India
514, Shekhar Central, 4-5, Manorma Ganj, Palasia, Indore 452001 India
H-701, Metro Tower, PU-4, Scheme No. 54, Indore 452010



Seen

GRY Institute of Pharmacy
BORAWAN (Kharagone) 451228



Annova

+91 8269047772

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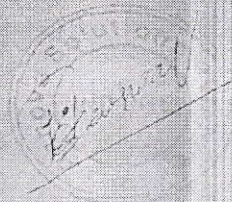
contact@annovasolutions.com

CIN U93090MP2016PTC040853

We welcome you again to our family and trust your association with us would be a long and meaningful one.

Please sign on the duplicate copy of this appointment letter as a token of your acceptance and return it to the company.

For Annova Solutions Pvt Ltd,



Authorized Signatory

ACCEPTANCE:

I accept the offer of employment and terms and conditions mentioned in aforesaid letter and reported for duty on with effect from 18-Mar-23

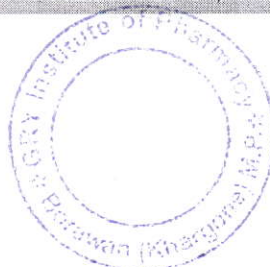
Signature of the Employee:

Name of the Employee: Ishita Thakur

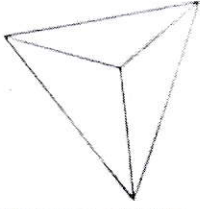
Date: 18-Mar-23

Page 6 of 7

RO 13, Kumar Mohalla, Flat 301, Utsav Residency, Malharganj, Indore 452002 India
514, Shekhar Central, 4-5, Manorma Ganj, Palasia, Indore 452001 India
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Principal,
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BORAWAN (Khargone) 451228



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CIN U93090MP2016PTC040853

Ref: HR/AL/2023-24/2055

Date: 24th Mar'23

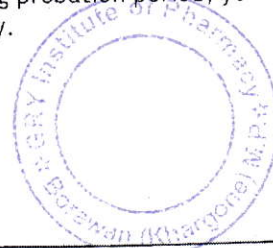
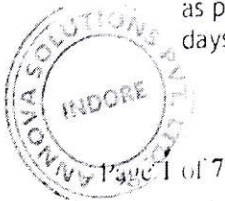
To,
Meenakshi Chouhan
minakshichouhan176@gmail.com

Subject: Letter of Appointment

Dear Meenakshi,

We are delighted to offer you a role at Annova Solutions Private Limited on the following terms & conditions:

- DESIGNATION:**
You will be designated as Medical Coder - Trainee.
- PLACE OF POSTING:**
You will be posted in our office at Annova Solutions Pvt Ltd (hereinafter referred to as 'Company' or 'Organization'), Indore Location. Your Date of Joining is 18th Mar 2023. You need to report to work at 7th Floor Block A Metro Tower Near Mangal City Vijay Nagar Indore. At any time during the period of appointment, you will be liable to transfer in such other capacity that the company may determine to any other Department/ Branch/ Establishment or any other Company under the same management without adversely affecting your emoluments and general condition of service.
- REMUNERATION:**
Your Monthly Remuneration will be INR 10,000 (Rupees Ten Thousand Only), and additional allowance of INR 2,000/- which is linked to attendance and continuity in the program, and additional benefits and perks.
- WORKING HOURS:**
Your office working hours will be 9 hours (including one-hour break for Breakfast/Lunch/Dinner/Tea/Snacks) and shift will start anytime between 08:00 am to 11:00 am depending on the client requirements, you need to work from Monday to Friday. The shift timings may be amended by the Management from time to time as per the organizational/client requirement. During probation period, your working days will be 6 days a week from Monday to Saturday.

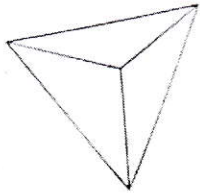


[Signature]
Principal,

RO 13, Kumar Mohalla, Flat 301, Utsav Residency, Malharganj, Indore 452002 India
514, Shekhar Central, 4-5, Manorma Ganj, Palasia, Indore 452001 India
H-701, Metro Tower, PU-4, Scheme No. 54, Indore 452010

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BORAWAN (Kharagone) 451228

H-701, Metro Tower, PU-4, Scheme No. 54, Indore 452010



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www.annovasolutions.com
contact@annovasolutions.com
CIN U93090MP2016PTC040853

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ns.com

5. **TRAINING:**
This is an on job-training program for a period of 12 months. It is mandatory for you to clear the training evaluations time-to-time to continue your services with Annova Solutions. During this period, your performance shall be monitored regularly. In the event of your in-ability to clear the training or non-performance, the Company shall relieve you of your duties with immediate effect and the salary will be paid from the date of joining till your last working/training day. You will not be entitled for any other compensation, salary or notice pay in lieu of your relieving from the organization.

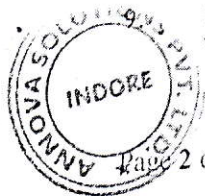
6. **PROBATION PERIOD:**
Your employment with the Company will be subject to a probationary period of 6 months from the date of joining service. Based on your performance and conduct the probation period may be extended at sole discretion of the management. During probation period, your performance, attendance & conduct will be under observation and your services can be terminated immediately due to poor performance, disciplinary issues, etc. without assigning any reason or notice/notice pay thereof. However, you may also terminate the employment during such period, by giving 30 days' prior notice or salary in lieu of notice. Confirmation to employment will be subject to your performance and business circumstances.

7. **SERVICE AGREEMENT BOND:**
You shall mandatorily render your service to the company for a minimum period of 6 months. You shall not apply for employment elsewhere during your training period or service period of 6 months thereafter, without the prior permission of the company. In case you have already applied and/or appeared in any such test, interview etc. before joining the service of the Company, in the event of your selection you shall not join the new organization, unless you have fully complied with the terms and condition of the Service Agreement Bond. In the event of breach of this material condition the company shall have the right to recover Rs. 50,000/- from you as the cost of your recruitment and training.

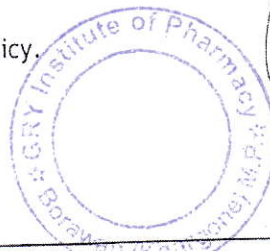
You shall also sign a separate Employee Employer bond agreement with the company within 7 days of your joining. The terms and conditions of the said bond agreement will be read together with this document.

8. **TRANSFER:**
Your service is liable to be transferred for work in any department/ anywhere in India depending on exigencies of work. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.

LEAVE:
You will be eligible for paid leaves as per Company Policy.



Page 2 of 7



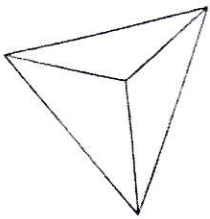
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Principal,

GRY. Institute of Pharmacy
BORAWAN (Jhargone) 451228

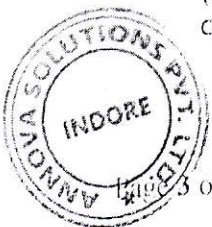
RO 13, Kumar Mohalla, Flat 301, Utsav Residency, Malharganj, Indore 452002 India
514, Shekhar Central, 4-5, Manorma Ganj, Palasia, Indore 452001 India
H-701, Metro Tower, PU-4, Scheme No. 54, Indore 452010



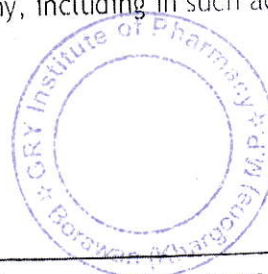
Annova

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CIN U93090MP2016PTC040853

10. **CONFIDENTIAL INFORMATIONS:**
You shall not give out in any manner, particulars, or details of any research process, any trade secret, Contract/Agreement of the client's, administrative and or organizational matters of confidential nature etc.
12. **NON-DISCLOSURE & INTELLECTUAL PROPERTY AGREEMENT:**
It is required that you do not disclose any of the information or asset as they are the Intellectual properties of the Company. If you are found violating this agreement, it can lead to termination of your employment instantly and legal action as deemed appropriate by the company. It is mandatory to sign Non-Disclosure Agreement (NDA) on the day of your joining the organization.
13. **PHYSICAL FITNESS:**
This appointment shall be subject to your being found and certified physically and mentally fit. Further you are required to maintain yourself in a state of medical fitness (physical & mental). In case at any point of time you are found medically unfit during your services, the Company will be liable for termination without any notice or payment in lieu thereof.
14. **CHANGE OF ADDRESS:**
You shall keep the company informed about changes if any in your residential address & contact information, so as to facilitate Communication with you, and all communications sent to you at correct address.
15. **DUTIES & RESPONSIBILITIES:**
 - (a) Your appointment in the company is full time and you shall devote yourself exclusively to the business of the company. You will not engage yourself in any other gain full employment or business (part - time or full - time) as long as you are employed in the company. Any action contrary to this shall render your services liable for termination without any notice or payment in lieu thereof.
 - (b) You are required to sign the Company 'Code of Conduct' Guidelines on the day of joining along with Service Agreement and will abide by the rules and regulations mentioned therein.
 - (c) You are required to deal with the Company's clients, materials and documents with utmost honesty. If at any time you are found of moral turpitude or of any dishonesty in dealing with the Company's money, materials and documents, you shall render yourself liable for termination without any notice or payment in lieu thereof.
 - (d) You will not divulge or give public any information related to any aspect of the company to anyone not employed by the company, including in such activity



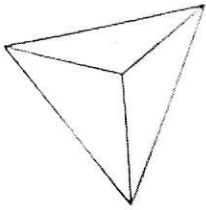
3 of 7



Seetha
Principal,

RO 13, Kumar Mohalla, Flat 301, Utsav Residency, Malharganj, Indore 452002 India
514, Shekhar Central, 4-5, Manorma Ganj, Palasia, Indore 452001 India
H-701, Metro Tower, PU-4, Scheme No. 54, Indore 452010

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BORAWAN (Khargone) 451221



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CIN U93090MP2016PTC040853

shall render you liable for termination without any notice or payment in lieu thereof.

(e) If any declaration given or information furnished by you to the company are found to be false or if you are found to have willfully suppressed any material information at any point of time during your services are liable to be terminated immediately without any notice or payment in lieu thereof. Your employment may also be terminated with immediate effect on disciplinary grounds and you will not be entitled for any payment or salary for such termination.

16. ABSENCE FROM DUTIES:

Your absence for a continuous period of 3 days (including absence when the leave is applied, but not granted) or overstay for a period of 3 days will be treated as absconding from the services which automatically lead to termination of your employment with immediate effect without any notice in intimation from the side of the Management. In such cases, you will not be entitled for salary, compensation/benefits and relieving/experience letters in lieu of your absence. If the termination is within "SERVICE AGREEMENT BOND" period, the terms of the Bond Agreement will operate.

17. NOTICE PERIOD:

On Confirmation of your services and expiry of the bond period with the organization, either party (employee or employer) can terminate the services by giving 30 days' notice or one-month Salary in lieu of notice. The Company Management reserve the rights to accept or reject the notice period buy-out option. The Company at its discretion, during probation or on confirmation of your services thereof, without assigning any reason, can terminate your employment on payment in lieu of Notice Period. Such payment will be calculated pro rate on the basis of your current Fixed

10. salary (subject to Tax Deduction).

18. CONTRACT/BOND WITH PREVIOUS EMPLOYERS:

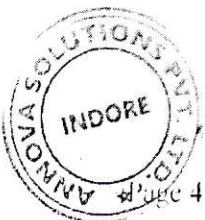
It will be your personal responsibility to discharge all obligations arising out of any contract or bond with previous employer.

19. TERMINATION OF EMPLOYMENT:

On termination of this employment, you will immediately hand over the company all correspondence, specifications, books, documents, client information, literature, cost data, physical records, Data Card, Laptop/Desktop, etc. belongings to the company or relating to its business and shall not make or retain any copies of these items.

20. STANDING ORDER- Adherence to Code of Conduct, Company Values & Policies:

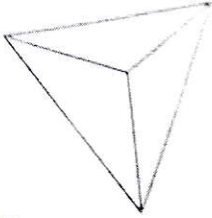
You will abide by the Standing Orders, rules & regulations and service conditions that may be in force or applicable to the organization or are framed from time to time by the company.



Page 4 of 7



Principal,



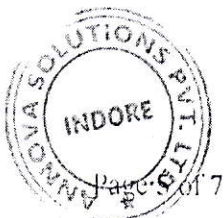
Annova

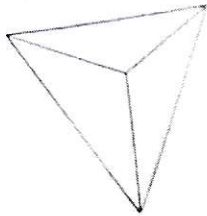
+91 8269047772
www.annovasolutions.com
contact@annovasolutions.com
CIN U93090MP2016PTC040853

21. **EXPERIENCE/RELIEVING LETTER:**
Experience/Service letter shall be issued to you on satisfactory completion of Resignation process which includes serving notice period, compliance to Service Agreement Bond, Knowledge Transfer (KT), 'No Due' clearances from the respective stakeholders/departments and handing over the Company Assets to the organization.
22. **RETIREMENT AGE:**
You shall retire from the services of the company on attaining the age of 58 years on the basis of the age proof submitted by you, subject to your being medically and mentally fit.
23. **GENERAL:**
The above terms and conditions are based on company's policy, procedures and rules and regulations currently applicable to the company's employees and are subject to amendments and adjustments from time to time.



Seema
Seema,
GRY Institute of Pharmacy
BORAWAN (Khargone) 451228





Annova

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www.annovasolutions.com
contact@annovasolutions.com
CIN U93090MP2016PTC040853

We welcome you again to our family and trust your association with us would be a long and meaningful one.

Please sign on the duplicate copy of this appointment letter as a token of your acceptance and return it to the company.

For Annova Solutions Pvt Ltd,

Authorized Signatory

We welcome you again to our family and trust your association with us would be a long and

ACCEPTANCE:

I accept the offer of employment and terms and conditions mentioned in aforesaid letter and reported for duty on with effect from 18-Mar-23

Signature of the Employee:

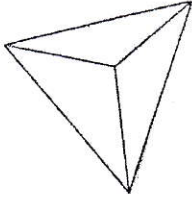
Name of the Employee: Meenakshi Chouhan

Date: 18-Mar-23



Seema
Principal,
GRY Institute of Pharmacy
BORAWAN (Khargone) 451003

Page 6 of 7



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contact@annovasolutions.com

CIN U93090MP2016PTC040853

Ref: HR/AL/2023-24/2066
Date: 24th Mar'23

To,
Rahul Basuli
rahulbasuli86@gmail.com

Subject: Letter of Appointment

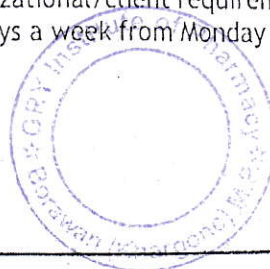
Dear Rahul,

We are delighted to offer you a role at Annova Solutions Private Limited on the following terms & conditions:

- DESIGNATION:**
You will be designated as Medical Coder - Trainee.
- PLACE OF POSTING:**
You will be posted in our office at Annova Solutions Pvt Ltd (hereinafter referred to as 'Company' or 'Organization'), Indore Location. Your Date of Joining is 18th Mar 2023. You need to report to work at 7th Floor Block A Metro Tower Near Mangal City Vijay Nagar Indore. At any time during the period of appointment, you will be liable to transfer in such other capacity that the company may determine to any other Department/ Branch/ Establishment or any other Company under the same management without adversely affecting your emoluments and general condition of service.
- REMUNERATION:**
Your Monthly Remuneration will be INR 10,000 (Rupees Ten Thousand Only), and additional allowance of INR 2,000/- which is linked to attendance and continuity in the program, and additional benefits and perks.
- WORKING HOURS:**
Your office working hours will be 9 hours (including one-hour break for Breakfast/Lunch/Dinner/Tea/Snacks) and shift will start anytime between 08:00 am to 11:00 am depending on the client requirements, you need to work from Monday to Friday. The shift timings may be amended by the Management from time to time as per the organizational/client requirement. During probation period, your working days will be 6 days a week from Monday to Saturday.



Page 1 of 7



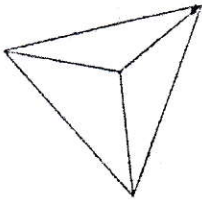
Rahul

Seena

Principal,

GRY. Institute of Pharmacy
BORAWAN (Kharagone) 451228

RO 13, Kumar Mohalla, Flat 301, Utsav Residency, Malharganj, Indore 452002 India
514, Shekhar Central, 4-5, Manorma Ganj, Palasia, Indore 452001 India
H-701, Metro Tower, PU-4, Scheme No. 54, Indore 452010



5. TRAINING:

This is an on-job-training program for a period of 12 months. It is mandatory for you to clear the training evaluations time-to-time to continue your services with Annova Solutions. During this period, your performance shall be monitored regularly. In the event of your in-ability to clear the training or non-performance, the Company shall relieve you of your duties with immediate effect and the salary will be paid from the date of joining till your last working/training day. You will not be entitled for any other compensation, salary or notice pay in lieu of your relieving from the organization.

6. PROBATION PERIOD:

Your employment with the Company will be subject to a probationary period of 6 months from the date of joining service. Based on your performance and conduct the probation period may be extended at sole discretion of the management. During probation period, your performance, attendance & conduct will be under observation and your services can be terminated immediately due to poor performance, disciplinary issues, etc. without assigning any reason or notice/notice pay thereof. However, you may also terminate the employment during such period, by giving 30 days' prior notice or salary in lieu of notice. Confirmation to employment will be subject to your performance and business circumstances.

7. SERVICE AGREEMENT BOND:

You shall mandatorily render your service to the company for a minimum period of 6 months. You shall not apply for employment elsewhere during your training period or service period of 6 months thereafter, without the prior permission of the company. In case you have already applied and/or appeared in any such test, interview etc. before joining the service of the Company, in the event of your selection you shall not join the new organization, unless you have fully complied with the terms and condition of the Service Agreement Bond. In the event of breach of this material condition the company shall have the right to recover Rs. 50,000/- from you as the cost of your recruitment and training.

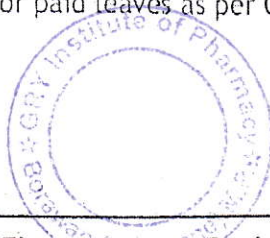
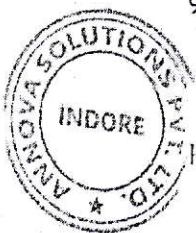
You shall also sign a separate Employee Employer bond agreement with the company within 7 days of your joining. The terms and conditions of the said bond agreement will be read together with this document.

8. TRANSFER:

Your service is liable to be transferred for work in any department/ anywhere in India depending on exigencies of work. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.

9. LEAVE:

You will be eligible for paid leaves as per Company Policy.



Handwritten signature

Handwritten signature
Principal,

GRY Institute of Pharmacy
BORAWAN (Kharagone) 451228



Annova

+91 8269047772
www.annovasolutions.com
contact@annovasolutions.com
CIN U93060MP2016PTC0640853

10. **CONFIDENTIAL INFORMATIONS:**

You shall not give out in any manner, particulars, or details of any resource, process, any trade secret, Contract/Agreement of the client's, administrative and or organizational matters of confidential nature etc.

12. **NON-DISCLOSURE & INTELLECTUAL PROPERTY AGREEMENT:**

It is required that you do not disclose any of the information or asset as they are the Intellectual properties of the Company. If you are found violating this agreement, it can lead to termination of your employment instantly and legal action is deemed appropriate by the company. It is mandatory to sign Non-Disclosure Agreement (NDA) on the day of your joining the organization.

13. **PHYSICAL FITNESS:**

This appointment shall be subject to your being found and certified physically and mentally fit. Further you are required to maintain yourself in a state of medical fitness (physical & mental). In case at any point of time you are found medically unfit during your services, the Company will be liable for termination without any notice or payment in lieu thereof.

14. **CHANGE OF ADDRESS:**

You shall keep the company informed about changes if any in your residential address & contact information, so as to facilitate Communication with you, and all communications sent to you at correct address.

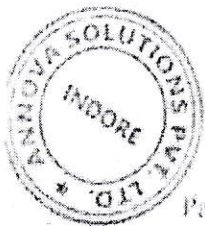
15. **DUTIES & RESPONSIBILITIES:**

(a) Your appointment in the company is full time and you shall devote yourself exclusively to the business of the company. You will not engage yourself in any other gain full employment or business (part - time or full - time) as long as you are employed in the company. Any action contrary to this shall render your services liable for termination without any notice or payment in lieu thereof.

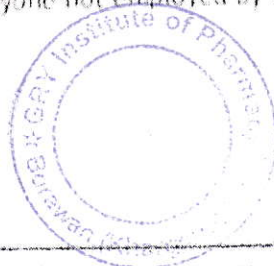
(b) You are required to sign the Company 'Code of Conduct' Guidelines on the day of joining along with Service Agreement and will abide by the rules and regulations mentioned therein.

(c) You are required to deal with the Company's clients, materials and documents with utmost honesty. If at any time you are found of moral turpitude or of any dishonesty in dealing with the Company's money, materials and documents, you shall render yourself liable for termination without any notice or payment in lieu thereof.

(d) You will not divulge or give public any information related to any aspect of the company to anyone not employed by the company, including in such activity



Page 3 of 7

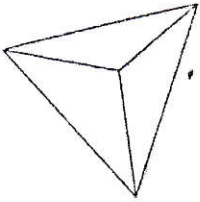


Rishi

Sreen
Principal,

GRY. Institute of Pharmacy
BORAWAN (Khargone) 451228

RO 13, Kumar Mohalla, Flat 301, Utsav Residency, Malharganj, Indore 452002 India
514, Shekhar Central, 4-5, Manorma Ganj, Palasia, Indore 452001 India
H-701, Metro Tower, PU-4, Scheme No. 54, Indore 452010



shall render you liable for termination without any notice or payment in lieu thereof.

(e) If any declaration given or information furnished by you to the company are found to be false or if you are found to have willfully suppressed any material information at any point of time during your services are liable to be terminated immediately without any notice or payment in lieu thereof. Your employment may also be terminated with immediate effect on disciplinary grounds and you will not be entitled for any payment or salary for such termination.

16. **ABSENCE FROM DUTIES:**

Your absence for a continuous period of 3 days (including absence when the leave is applied, but not granted) or overstay for a period of 3 days will be treated as absconding from the services which automatically lead to termination of your employment with immediate effect without any notice in intimation from the side of the Management. In such cases, you will not be entitled for salary, compensation/benefits and relieving/experience letters in lieu of your absence. If the termination is within "SERVICE AGREEMENT BOND" period, the terms of the Bond Agreement will operate.

17. **NOTICE PERIOD:**

On Confirmation of your services and expiry of the bond period with the organization, either party (employee or employer) can terminate the services by giving 30 days' notice or one-month Salary in lieu of notice. The Company Management reserve the rights to accept or reject the notice period buy-out option. The Company at its discretion, during probation or on confirmation of your services thereof, without assigning any reason, can terminate your employment on payment in lieu of Notice Period. Such payment will be calculated pro rate on the basis of your current Fixed salary (subject to Tax Deduction).

18. **CONTRACT/BOND WITH PREVIOUS EMPLOYERS:**

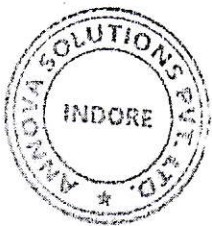
It will be your personal responsibility to discharge all obligations arising out of any contract or bond with previous employer.

19. **TERMINATION OF EMPLOYMENT:**

On termination of this employment, you will immediately hand over the company all correspondence, specifications, books, documents, client information, literature, cost data, physical records, Data Card, Laptop/Desktop, etc. belongings to the company or relating to its business and shall not make or retain any copies of these items.

20. **STANDING ORDER- Adherence to Code of Conduct, Company Values & Policies:**

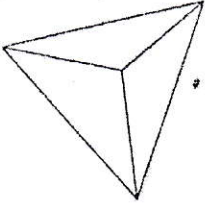
You will abide by the Standing Orders, rules & regulations and service conditions that may be in force or applicable to the organization or are framed from time to time by the company.



Permit

Seema
Principal,

GRI Institute of Pharmacy
BORAWAN (Jhargone) 454228



Annova

+91 8269047772
www.annovasolutions.com
contact@annovasolutions.com
CIN U93090MP2016PTC040853

21. **EXPERIENCE/RELIEVING LETTER:**

Experience/Service letter shall be issued to you on satisfactory completion of Resignation process which includes serving notice period, compliance to Service Agreement Bond, Knowledge Transfer (KT), 'No Due' clearances from the respective stakeholders/departments and handing over the Company Assets to the organization.

22. **RETIREMENT AGE:**

You shall retire from the services of the company on attaining the age of 58 years on the basis of the age proof submitted by you, subject to your being medically and mentally fit.

23. **GENERAL:**

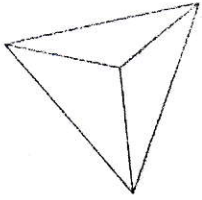
The above terms and conditions are based on company's policy, procedures and rules and regulations currently applicable to the company's employees and are subject to amendments and adjustments from time to time.



Seen
Principal,

GRY. Institute of Pharmacy
BORAWAN (Khargone) 451228

Reddy



Annova

+91 8269047772
www.annovasolutions.com
contact@annovasolutions.com
CIN U93090MP2016PTC040853

We welcome you again to our family and trust your association with us would be a long and meaningful one.

Please sign on the duplicate copy of this appointment letter as a token of your acceptance and return it to the company.

For Annova Solutions Pvt Ltd,

Authorized Signatory

ACCEPTANCE:

I accept the offer of employment and terms and conditions mentioned in aforesaid letter and reported for duty on with effect from 18-Mar-23

Signature of the Employee:

Name of the Employee: Rahul Basuli
Authorized Signatory

Date: 18-Mar-23

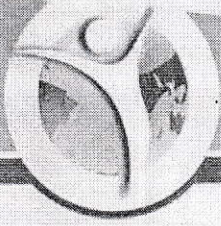


Principal,
GRY Institute of Pharmacy
BORAWAN (Khargone) 451228

Page 6 of 7

RO 13, Kumar Mohalla, Flat 301, Utsav Residency, Malharganj, Indore 452002 India
514, Shekhar Central, 4-5, Manorma Ganj, Palasia, Indore 452001 India
H-701, Metro Tower, PU-4, Scheme No. 54, Indore 452010

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ASKON
HEALTHCARE

ASKON HEALTH CARE

(An ISO 9001-2008 certified company)

To

Mr. Rohit Tirole

Gram Piplya Kalan Dist Khandwa-450881 (MP).

Sub: Appointment letter for the post of QC Chemist.

Dear Mr. Rohit Tirole

This is refer to your application for the above post

It gives us great pleasure to inform you that we hereby offer you the position of QC Chemist of QC Department at our Ujjain Plant in our organization on mutually agreed terms and condition.

You shall be required to join on 23-03-2023.

The regular letter of appointment incorporating the detailed terms and conditions of employment including your salary, benefits and allowances as discussed during the meeting will be issued to you consequent to your joining.

Please sign the duplicate copy of the enclosed letter as a token of your acceptance for doing the further needful.

Thanking You

For Askon Health Care.

Askon Health Care

Authorized Signatory
Authorised Signatory



Seena
Principal,

GRY. Institute of Pharmacy
BORAWAN (Khargone) 451228



Makin Laboratories Pvt. Ltd.
(A GMP Certified Company)

Regd. Office : 33, Narmada Nagar, Annapurna Road, Indore (M.P.) INDIA - 452009
Ph.: 0731-4007443
Mob. 91-9425960315, +91-9926560314

MLPL/HR/T/2023/001

April 03, 2023

Mr. Sandeep Verma
Khargone (M.P.)

Sub: Joining Letter Trainee

Dear Sandeep,

In reference to your application and subsequent interview you had with us, you will be appointed as Trainee in "Quality Assurance Department" in our company on following term & condition. You are advised to join us at Factory Site Pithampur as soon as possible.

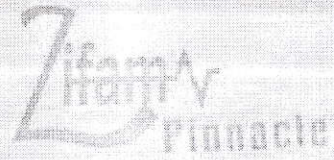
1. Your Date of Joining will be 06.04.2023.
2. Your Training period will be for Eleven month.
3. During training period, you will be paid Stipend of Rs.8010/- per month.
4. You will be governed according to the Standing Order (Under M.P. Industrial Employment Act, 1961).
5. Please bring the following documents on the date of your joining:
 - a). Certificate showing your date of birth.
 - b). Certificate of your qualifications.
 - c). Four Passport Size Photographs.
 - d). Copy of Aadhar Card and Pan Card.
 - e). ID Proof and Residence proof.

Please sign and return a copy of same as token of your acceptance.

For MAKIN LABORATORIES PVT LTD




Principal,
GRY, Institute of Pharmacy
BORAWAN (Khargone) 451228



February 16, 2023

Dear Mr. Shivprakash Yadav,

Congratulations!!!

This is further to your application and subsequent interactions with us. We are pleased to extend the Offer Letter to you to join us as **Business Development Manager** at Head Quarter Indore

We believe that your knowledge, skills, and experience will be an ideal fit for our organization, and you will be able to make significant contribution to the overall success of Organisation

Kindly accept the offer on or before 12th January 2023.

We look forward to a long and mutually beneficial association with you.

Note - In case of any query or additional information, please do not hesitate to contact us

Yours sincerely,

For Zifam Pinnacle Healthcare Private Ltd

Chandrashekhar Shah
Business Head - India

12/05/21 21:09



Principal,
GRY. Institute of Pharmacy
BORAWAN (Khargone) 451228

Regd Office:

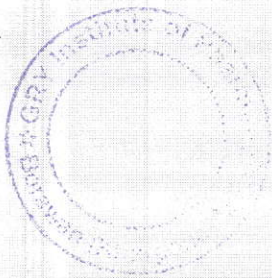
Zifam Pinnacle Healthcare Pvt. Ltd.

1019 Corporate Avenue, Senawala Road, Goregaon (East), Mumbai 400 063 India Tel : 022 - 69774400

Website : www.zifampinnaclehealthcare.com

2023/4/28 11:59

SALARY STRUCTURE		
Particulars	Amount Rs. Monthly	Amount Rs. Yearly
Gross Salary	1,70,00.00	2,04,00.00
Dearness Allowance	1,00,00.00	1,20,00.00
Compulsory A.D.	750.00	9,000.00
Gratuity	393.33	4,720.00
Provident Fund Allowance	1,00,00.00	1,20,00.00
Employee P.F.	1,20,00.00	1,44,00.00
	19,433.33	2,33,120.00
GROSS CTC	21,000.00	2,52,000.00
Deduction - EPF Contribution	2,175.00	26,136.00
Professional Tax	200.00	2,400.00
NET CTC	18,625.00	2,23,464.00



Seema

Principal,
 GRY. Institute of Pharmacy
 BORAWAN (Khargone) 451233

Ref. No. :
Date : 0601-02/2022
Your Ref. : 01.06.2022

Synchem
Pharmaceuticals Pvt. Ltd.
38, S. R. Compound, Dewas Naka, A.B. Road,
INDORE 452 010 (M.P.) INDIA

To,

Mr. Chetan Kag,
S/o Shri Manohar Kag,
Vill.: Mehtakhedi, Post: Borud,
Teh.: Manwar, Dist. : Dhar - 454 446, M.P.

Dear Mr. Chetan Kag,

Sub.: Appointment as Trainee Medical Representative.

We congratulate you for selecting one of the most rewarding & challenging profession –
Pharma Marketing – The High Growth Career.

Once again we congratulate you for your successful sales (greatest presentation) that has made us to select you as a member of Synchem Family in mutual benefits.

You are already a success. We are sure you will be a grand success by applying your skills, knowledge & efforts in the field with regularity, sincerity, dedication & positive attitude.

We welcome you to a family of Synchem, “ A Team of Do It People”. We believe in “Growth through Developing our people”. We are providing the environment which is conducive to career growth & advancement.

Please find enclosed herewith Appointment letter in duplicate along with guide lines in duplicate. Please sign on each page & return the one copy of the same to signify your acceptance.

Also send us duly filled Application Form along with passport size photograph & PF Nomination Form along with attested Mark sheets (XII th., Graduation, Post Graduation & other testimonials, if any). Kindly also send copy of Marks sheet/ Certificate depicting your date of birth.

We are sure with your best efforts & cooperation we will be able to touch new heights at your territory in mutual benefit.

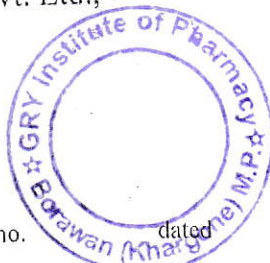
Thanking you & wishing you all success.

Truly yours,
For: Synchem Pharmaceuticals Pvt. Ltd.,

[Signature]
Director

Enclosers:

1. Appointment Letter in Duplicate
2. Guide Lines in duplicate
3. Imprest cash DD for Rs.1500/- (DD no.



of SBI)

[Signature]
Principal,
GRY. Institute of Pharmacy
BORAWAN (Khargone) 451228


Phone : (O) 0731-4023468, Mobile : 89599-11406, 89599-11407
E-mail : synchem2003@yahoo.com, synchemlab@yahoo.co.in Website : www.synchemlabs.com

Registered Office : 38, S. R. Compound, Dewas Naka, A. B. Road, Indore 452 010 (Madhya Pradesh) India.

date
2022

Ref. No. :
Date :
Your Ref. :

0601-01/2022
01.06.2022

 **Synchem**
Pharmaceuticals Pvt. Ltd.
38, S. P. Compound, Dewas Naka, A.B. Road,
INDORE 452 010 (M.P.) INDIA

To,

Mr. Chetan Kag,
S/o Shri Manohar Kag,
Vill.: Mehtakhedi, Post: Borud,
Teh.: Manwar, Dist. : Dhar - 454 446, M.P.

Dear Mr. Chetan Kag,

Sub.: Appointment as Trainee Medical representative.

This is with reference to your application and subsequent interview you had with us, we are pleased to appoint you as a Trainee Medical Representative in our Marketing Division and this will be effective from the date of your joining the duties on the following term & conditions:

1. **Job Responsibilities :** Fulfilment of the sales volume norms by calling on Doctors & Chemists, is fundamental to this appointment together with conducting yourself in a manner promoting the Company's image. You should devote your full knowledge, skill & efforts in the interest of organization. You will be required to observe the rules and instructions communicated from time to time.

2. You will receive a consolidated salary of Rs. 18500/- (including Bonus) + MCA Rs. 500/- (Total 19000/-) per month. You will be eligible for a working allowance of Rs. 185/- per working day at your headquarter, Rs.195/- at your Ex. Headquarter and Rs.400/- at outstation.

You shall be paid Actual bus fare or second class railway fare for your ex-station & out-station working. You shall be reimbursed expenses incurred on stationary, postage, telegram, telephone & freight charges, in connection with company's working, duly supported by bills / vouchers, duly verified & approved by your supervisor.

3. (a.) You will be on Training for a period of six months from the date you join our organization.
(b.) Only after successful completion of your training, you shall be put on probation for the period of six months.

(c.) Only after successful completion of your probation period your services will be confirmed. The confirmation order will be given in writing after the successful completion of probation period. If your Knowledge, Skills, Commitments, Capabilities, Performance of work and Conduct during the Training/Probation is not satisfactory, the Management may at its own discretion extend the period of the Training/Probation or terminate your appointment at any time without notice or assigning any reason whatsoever. In such event, you will be paid only the salary earned by you, upto the date of working.


(d.) In the event, you are leaving the company within nine month from the date of your joining, (irrespective of your services are confirmed or not) you will be required to pay 10000/- to the company being the cost of your recruitment, training & induction.

4. On confirmation you will receive a total salary of Rs. 20000/- (including Bonus) + MCA Rs. 750/- (Total 20750/-) per month and a working allowance of Rs. 195/- per working day at your Headquarter, Rs.205/- at your Ex. Headquarter and Rs.410/- at Outstation.

Phone : (C) 0731-2802172, 4023468, Fax : 0731-2802572

E-mail : synchem2003@yahoo.com, synchemlab@yahoo.co.in Website : www.synchemlabs.com

Registered Office : 9, Neel Dhara Apartment, Devidas Lane, S.B.P. Road, Borivali (West) Mumbai 400 103 INDIA


Principal,
GRY. Institute of Pharmacy
BORIVALI (MARGONE) 451228

Ref. No. : _____
Date : _____
Your Ref. : _____

 **Synchem**
Pharmaceuticals Pvt. Ltd.

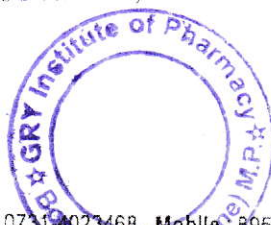
38, S. R. Compound, Dewas Naka, A.B. Road,
INDORE 452 010 (M.P.) INDIA

5. You will be entitled for leave, provident fund and other benefits according to the service rule of the company. The age of retirement will be fifty five years.
6. During the period of services you should not take-up any other Job / Assignment / study courses either full time or part time. To join training / induction programme and / or any other organization without relieving letter from our end leads to double employment which is illegal.
7. You will be required to abide by the company's service rules & regulations that may be in force at the time of your appointment and also those that may be promulgated from time to time thereafter.
8. You will abide by all the guidelines given to you from time to time, by your superiors & management.
9. Samples, Stationary & other promotional inputs provided by the company must be accounted properly. You will make your own arrangement for housing the samples & promotional inputs.
10. If you desire to leave the company's services, you will be required to give one months notice or pay one month salary to the company. In the same way if company does not require your services, company will give you one month notice or pay you one month salary and will relieve you from the services without giving assigning any reason.
11. In case of non compliance of company working Guide Lines, irregularities, false reporting, company can terminate your services with immediate effect, without giving any notice, nor pay you any notice period salary.
12. On leaving the company you shall return with in 30 days, all the company's' properties in your possession like detailing bag, visual aid, samples, other promotional inputs, stationary, reports and imprest cash etc. along with no dues/clearance certificate from the stockists of your area. So as to enable us to verify the same. In case you fail to return the company's property with in 30 days, the cost of company's property as determined by the company will be recovered from you. If company properties are received by us after 30 days, then it would not be not be considered & credited to your account.
13. On leaving the company you shall submit your claims with in 30 days, so as to enable us to verify the same, if your claims are not received by us with in 30 days, it would not be not entertained.
14. You are however liable to be transferred / relocated anywhere in India. However, at present you will be posted at **Indore, M.P.**, as your Head Quarter.
15. For all matters arising as a result of this contract your jurisdiction will be **INDORE, M.P.** Should you be prepared to accept the appointment on the terms and conditions enumerated above, please sign on each page and return the duplicate copy of this letter, to signify your acceptance.


Yours faithfully,

For: Synchem Pharmaceuticals Pvt. Ltd.,


Director



I accept the terms and conditions mentioned above

Mr. Chetan K. 


Principal

Phone : (O) 07319023468, Mobile : 89599-11406, 89599-11407
E-mail : synchem2003@yahoo.com, synchemlab@yahoo.co.in Website : www.synchemlabs.com

GRY. Institute of Pharmacy
BORAWAN (Khargone) 4512

Registered Office : 38, S. R. Compound, Dewas Naka, A. B. Road, Indore 452 010 (Madhya Pradesh) India.



EAST INDIA PHARMACEUTICAL WORKS LIMITED

Regd. Office : 6, Nandalal Bose Sarani, (Formerly Known as Little Russell Street), Kolkata - 700 071, India
Telephones : (033) 2287 2262, 2287 3004, 2287 3007, 2287 3009, 2287 3041, 6693 5400
Fax : 91-33-2287 4289, E-mail : eastindia@eastindiapharma.org
CIN : U24231WB1936PLC008598, Website : www.eastindiapharma.org



PER/APT/ 193932 /22

5th September, 2022

Mr. Yogesh Patel.
S/O. Mr. Revaram Patel
Kachhipura, Teh – Kasrawad
Dist. - Khargone
Madhya Pradesh – 451 228.

Dear Sir,

With reference to your application and the subsequent interviews you had with us, we have pleasure in offering you as a “**Trainee Medical Representative**” in this Organisation with effect from **15th September, 2022** on the following terms and conditions: -

The period of training will be for **1 (One)** year, which may be determined earlier or may be extended at the sole discretion of the management. During the said period you will be given opportunity to acquire knowledge in our classroom training and experience in the fieldwork. You will also be required to work during this period on your own in the field as a part of your training programme. Your progress in different facets of the training mentioned above will be reviewed and assessed from time to time.

You will be under the direction and administrative control of the Head Office at Kolkata .The direction and administrative control from the Head Office will be exercised through respective Branch Manager of the area where you may be posted for training during the period. In regards to matters connected with your training you will receive instructions from such Branch Manager and/or his nominee/s of the area where you will be posted for training.

*If your achievement and performance during the period of training are considered satisfactory, you may be offered the position of a **Medical Representative** of the Company. The other terms and conditions of such appointment will be informed to you separately.*

During the training period, you will receive a **stipend** of **Rs.17000/- (Rupees Seventeen Thousand)** only per month.

Your date of birth has been recorded by us as **04.10.2000**, as submitted by you.

You will also be entitled to daily allowance at the rate fixed by the Company to defray your expenditure, which you may be incurring from time to time in course of your participation in the training programme.

During the period of training, while you will be entitled to festival holidays, as observed in the Company, you will not be entitled to either any privilege leave or casual leave. However, subsequently, if absorbed in employment as a **Medical Representative**, you will be entitled to privilege leave as per the rules of the Company.



Seema

Principal,
GRY. Institute of Pharmacy
BORAWAN (Khargone) 451228

Contd. 2.

During the period of your training, your training arrangement may be terminated at any time by the Company without assigning any reason or giving any notice. Similarly, you will also be at liberty to terminate this arrangement at any time without assigning any reason or giving any notice.

Upon expiry of the period of training programme as envisaged herein or upon sooner determination thereof you shall return to the Company all the Company's properties that may be lying with you.

While you are liable to be transferred to any part of India during training period or subsequently on absorption in service with the Company, at present, you will be receiving training under **Jabalpur Branch** and in regard to the matters connected with your training as well as your Head Quarter, you will receive instructions from **the Branch Manager, Jabalpur**. In case of your transfer to any other territory, your head quarter shall also change accordingly.

You shall devote your whole time and attention solely and exclusively in participating in such training and shall not engage yourself in any other activity.

Any legal dispute arising out of this assignment and / or subsequently if you are absorbed in employment as a Medical Representative with this Company, shall be settled within the jurisdiction of the courts at Calcutta (west Bengal). You will always be under the direct control of our Head Office in Calcutta, irrespective of your posting in different Head Quarters. You shall be governed by the rules and regulations of the Company as are in force from time to time.

If the terms and conditions, as laid down above are acceptable to you, please sign the duplicate copy of this **letter of offer** and return the same to us for our record and as a token of your acceptance along with the filled up **Application Form for Employment, Form 'F'- Gratuity Nomination Form (in triplicate) & Form 2 - PF Nomination and Declaration Form**

You are requested to report to **Mr. A. Mukherjee, Branch Manager, Jabalpur** for training, at the below noted address on 15.09.2022 at 9-30 a.m. sharp.

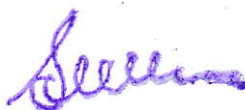
Mr. A. Mukherjee
East India Pharmaceutical Works Ltd.,
746/1, Napier Town,
Jabalpur - 482 001.

If you fail to report at the time, date and address given above, it will be presumed that you are not interested in our training programme and our offer will be automatically withdrawn.

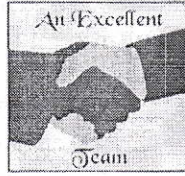
Yours faithfully,
FOR EAST INDIA PHARMACEUTICAL WORKS LTD.,


MANAGING DIRECTOR.





Principal,
GRY. Institute of Pharmacy
BORAWAN (Kharagpur)



Registered & Corporate Office:
Amanta Healthcare Ltd.
5th Floor Heritage, Nr. Gujarat Vidhyapith, Ashram Road,
Ahmedabad-380014, Gujarat, INDIA.
Tel.: +91 79 67777600 Fax: +91 79 67777677
Email : info@amanta.co.in Website : www.amanta.co.in
CIN : U24139GJ1994PLC023944

Mr. Anuj,


23rd September 2022

1. An Excellent Team; that's what the pride of **AMANTA HEALTHCARE LTD.** We welcome you, **Mr. Anuj Punasiya**, to join this team of people, who are **AMANTA's** most valuable asset.
2. As a **Chemist – LVP Packing**, You will be located at **Kheda Plant**. Your remuneration will be as finalized during the meeting. Your appointment letter will be given to you, on your joining day. You should join us on or before **03rd October 2022**.
3. Please submit following documents within seven days after accepting offer letter:-
 - (a) Resignation acceptance letter from the previous employer as applicable.
 - (b) Salary slips of last three months from your previous employer.
4. Please bring following documents on your joining date:
 - a) Medical fitness certificate & Chest X-Ray with report from registered medical practitioner.
 - b) Eight copies recent passport size photographs not more than six months old.
 - c) PAN card, Form - 16 or Salary Certificate of your previous employer if TDS is applicable.
 - d) Address Proof and Photo ID Proof (Aadhar card and PAN card is compulsory)
 - e) Education/Qualification certificate (10, 12th and Degree Certificates).
 - f) Leaving Certificate.
 - g) Photocopy of Bank details (Only SBI). Salary will be credited in bank account only.
5. You are requested to accept this duly signed and return this copy duly signed to us. Together, we will work towards a better future.


Thanking you,

With Best Wishes.


Prepared by


Jayati Barot
Officer – HR & Admin

Approved By


Brigadier N Balan, VSM, (Retired)
AVP-HR & Admin

Accepted By


Principal,
GRY. Institute of Pharmacy
BICRAWAN (Bhargawan) 451200
Anuj Punasiya
Chemist – LVP Packing

Ref: NHPL/HR/OL/22-23/133

15.09.2022

To,
Mr. Prakash Rathore
Vill & Post- Gogawan, Teh -Gogawan
Dist- Khargone, M.P-451335
Mob- 7477061077
Email- prakashrathor859@gmail.com

Sub: Offer Letter.

Dear Mr. Prakash,

This is with reference to your interview with us.

We are Pleased to inform you that you have been selected on the position of "Trainee Sales Executive" at Khargone- HQ. You shall be entitled to receive remuneration of Rs. 10,000.00 per month. The details of your remuneration would be conveyed in our detailed appointment letter

Please submit a copy of your resignation to the present employer immediately.

You are required to join us on 19th September 2022.

This provisional appointment letter will be confirmed by a final appointment letter, on submitting your educational testimonials and release letter from your previous employers, if any indicating the length of service and salary last drawn.


Kindly confirm your acceptance of this offer.

Reimburse allowance details:

H.Q	:	Rs. 100.00
E.X	:	Rs. 150.00
OUT	:	Rs. 350.00
TA	:	Rs. 2.00 km
Mobile	:	Rs. 300.00 p.m

Thanking you.

With warm regards,
For M/S NAVA HEALTHCARE PVT.LTD.


RANJANANAND
(CHIEF OPERATIONS MANAGER)




Principal,
GRY. Institute of Pharmacy
BORAWAN (Khargone) 451228

Date: 29 Sep 2022

HR/AL/BM/HBO0102

Rohit Patel

Dada Ji Ward ,Above Krapalu Medical,

Khandwa

450001

Mobile no - 9691217230

Dear **Rohit Patel**,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as "**Business Manager**" with effect from 29 Sep 2022 in **Critical Care Division** and your Head Quarter will be **Khandwa**.

Please note that this is a Provisional Appointment Letter and does not confer the right of permanent employment. The terms & condition of employment are mentioned below.

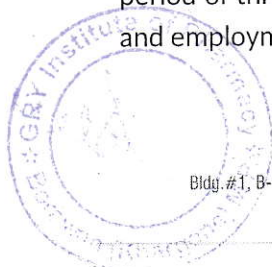
Reporting & Work Profile:

As Business Manager, you will report to **Muneendra Singh Chauhan**, who will advise you about geographical territory you will cover. Your duties and responsibilities shall include the following, but not limited to :-

- 1 Meeting doctors, chemist and promoting our company products.
- 2 Meeting purpose hospitals In-Charge for promoting our company products.
- 3 Conducting retail prescription audits at the chemist levels.
- 4 Personally booking orders from chemists/stockiest/hospitals.
- 5 Gather product specific market information from time to time.
- 6 Manage inventory at the chemists & stockists in your territory.
- 7 Working and Gather company specific, competitor information.
- 8 Keep and maintain Company's property in good and presentable condition.
- 9 CSA work takes care which includes inventory, requirements and sales.

Terms of Probation:

- 1 You will be on Probation for six months from your date of joining.
- 2 Tests such as knowledge, skill-based and any other will have to be passed mandatorily before qualifying for permanent appointment. In the event of you are not being able to qualify the above mentioned prescribed tests; your probation can be extended for a further period of three months. Should you, however, still not pass/qualify, the test, your probation and employment will be terminated.



Human Bio-Organics Pvt. Ltd.

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11700 Pleasant Ridge Rd. #1503, Little Rock AR.72223 (USA)

E-mail : info@humanbioorganics.com • Website : www.humanbioorganics.com

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Principal,
GRY Institute of Pharmacy
Thane, India

- 3 After expiry of the said period of 12 months, Probation can be further extended subject to your performance.
- 4 Confirmation of services is subject to your performance. Services will be confirmed with letter of confirmation and signing of Secrecy Agreement.
- 5 Your services can be terminated within 24 hours during probation period/after probation period (if not confirmed)/ during extended probation period without assigning any reason.

Salary: Your CTC will be **Rs.1,51,913.00/-** per annum.

(The break- up of which is as follows):-

Employee Name : Rohit Patel		
Designation: Business Manager		
HQ : Khandwa	Division : Critical Care	
Components	Per Month (in Rs.)	Per Annum (in Rs.)
Basic	5,500.00	66,000.00
HRA	2,750.00	33,000.00
Conveyance Allowance	657.00	7,884.00
Special Allowance	656.00	7,872.00
Bonus	458.00	5,496.00
Telephone Allowance	0.00	0.00
Assist. Allowance	0.00	0.00
Uniform Allowance	1,000.00	12,000.00
Gross Salary	11,021.00	1,32,252.00
Company PF Contribution	1,016.00	12,192.00
Company ESIC Contribution	358.00	4,296.00
Gross CTC Fixed Pay	12,395.00	1,48,740.00
Annual Component		
Medical		0.00
LTA		0.00
Retiral Benefit		
Gratuity		3,173.00
Total CTC		1,51,913.00
Mediclaime/PA		0.00

Taxes as applicable by will be borne by you. The Company, however, reserves the right to modify/abrogate any remuneration/facility should the Company's changed circumstances so warrant. Gratuity will be applicable as per Gratuity rules.

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Daily Working allowance:

Headquarter	: Rs.200.00
Ex-Headquarter	: Rs.225.00
Outstation	: Rs.700.00
Non-working Day Travel Allowance	: Rs.200.00
Mobile	: Rs.300.00 (Not for COG Sim card holder)
Fare	: Rs.2.00/- per KM up to 200 km above this Actual 3rd AC fare will be applicable.
Auto Allowance	: Rs.100/- per day for individual Outstation working

Travel

You will be entitled for reimbursement of the travel fare as per Company rules while working at Ex-H.Q. and Outstation. Such traveling fare will be paid to you for the shortest possible route recommended by your superior officer/controlling authority, and subject to H.O. approval. These are subject to revision from time to time.

Leave Entitlement

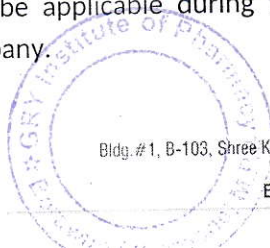
You will be entitled to avail Casual Leave, Sick Leave, and Earned Leave as per Company policy. You are entitled to avail 07(Seven) paid holiday for Festivals and 03(Three) National Holiday in a Calendar Year. Your entitlement will be proportionate in a calendar year depending upon your joining and working days in that particular year.

Other Terms

You shall devote your whole time and attention to your employment with the Company and you shall discharge your duties to the best of your abilities. You shall not engage yourself directly or indirectly with or without remuneration in any other employment.

Secrecy Agreement

You shall not, during the continuance of your employment or any time thereafter, divulge or disclose by word of mouth or otherwise, any information or knowledge obtained by you during your employment, as to the business or affairs of the company or its method or as to any trade secrets, manufacturing process, technical know-how and / or organizational matters of the Company whether confidential, secrets or otherwise, Disclosure of such nature to a third party shall be treated as an act of gross in-discipline and in such case the management reserves the right to terminate your services without any notice, forfeit your benefits to the extent of loss and/ or initiate appropriate legal proceeding against you appropriate legal proceedings against you. This provision shall be applicable during the period of your employment including the probation period with Company.



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Sreen

Principal,

GRY Institute of Pharmacy
BORAWAN (Hargone) 451228

Transfer Policy

Your services are liable to be transferred as and when required by the Company to any HQ of the company or any HQ or a subsidiary of the Company anywhere in India whether already existing or which may be established hereafter, without any change in Remuneration & Compensation. It is expressly agreed and understood that you are being employed in a transferable job. The Management shall have sole discretion to utilize your services at any location and that you shall never during the course of employment raise any grievances about your transfer. You will be required to undertake tours in the course of your work as per the directions of yr superiors.

Duties & Responsibilities

Your services with us are a full time job and you are required to devote your whole time and attention to the work of the Company. You are not allowed to accept whether directly or indirectly, any part time job or business of any kind whatsoever as long as you are in the services of this Company. Also, you will not undertake any further studies or training without the written approval of the Management. In case if it is found that you have entered into any business or taken up a job, with our without personal gain, or undertaken any courses or training without the written consent of the Management, your services will be terminated forthwith without notice and you will not be entitled to any compensation.

- 1 **Exclusivity:-**You agree to perform your duties, responsibilities and obligations efficiently and to the best of your ability. You agree that you will devote all of your working time, care and attention and best effort to such duties, responsibilities and obligation throughout the terms of employment. You also agree that you will not engage in any other employment or business activities. You agree that all of your activities as an employee of the Company shall be in conformity with all the policies, rules and regulation and directions of the Company.
- 2 **Other Interests:** - You shall not seek membership of any local or public bodies without first obtaining written permission from the management.
- 3 **Controlling Interests:** - You agree that, so long employed by the Company, you will not own directly or indirectly, any controlling or substantial share or other beneficial interest in any business enterprise which is engaged in, or in competition with, any business engaged in by the Company.
- 4 **Working Hours:** - Your working hours at your place or posting shall be as per the rules and regulation of the Company, specified from time to time. However, you may be required to work additional, as may be required from time to time, to carry out your duties and responsibilities effectively.
- 5 **Non Disclosure:** - You shall neither divulge nor give out information to any authorized person during the period of your services or even afterwards by word of mouth or otherwise, particulars or details of our products, technical known-how or any related information.
- 6 **Confidentiality:** - You shall keep confidential all the information and materials provided to you by the Company or by its clients concerning their affairs, in order to enable the Company

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to perform the services. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination of this employment.

- 7 **Safe keeping of Company's Property:** - You will be responsible for the safe keeping and return in goods conditions and order of all the properties of the company, which may be in your use, custody, care of charge. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.
- 8 **Return of the Company's Property & Records:-** Upon termination/cessation of your employment, you shall forthwith hand over any letter of authority or Power of Attorney issues to you or any property /material /laptop /samples /literature /doctor's list/promotional material of the Company in your possession at the time of cessation of your employment with the Company. Also, you shall return to the Company, without conditions, all documents, files, records, keys, and other property of the Company in your possession regardless of the media on which such items are stored, and you shall not retain any copies or duplicates thereof.

Medical Fitness & Verification of Particulars

Your appointment is subject to:-

- 1 **Medical Fitness:** - Your being declared medically fit by a Medical Officer or by a Doctor specified by the Company and remaining medically fit.
- 2 **Verification of Particulars:** - In case particulars mentioned in your application and the representations and warranties provided by you are found false and unsatisfactory, your services would be liable for termination at any time without notice or any compensation in lieu thereof.

Termination of Employment:

- 1 **Employment AT-WILL:** - You and the Company acknowledge that the employment is and shall continue to be AT-WILL. This means, that you have the right to terminate your employment at any time and for any reason. Likewise, the company may terminate your employment at any time for any reason. Accordingly, this letter is not to be construed or interpreted as containing any guarantee of continued employment. As such, the recitation of certain time period in this letter is solely for the purpose of defining your compensations. It is also not to be construed or interpreted as containing any guarantee of any particular level or nature of compensation.
- 2 **Superannuation:** - You will automatically retire from the services of the company on attaining the superannuation age of 60 years.
- 3 **Absenteeism:-** If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you
a. Return to work within 7 days from commencement of such absence and



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- b Give an explanation to the satisfaction of the Management regarding such absence.
- 4 **Medical Fitness:** - The Management has the right to get you medically examined by any certified medical practice nor during the period of services. In case you are found medically unfit to continue with the job, you may be terminated from employment.
 - 5 **Notice Period:** - Notwithstanding anything contained herein, the company, in its sole discretion, may terminate your employment without cause by giving one month's notice in writing or payment of pro rata one month compensation, in lieu thereof. Likewise, you may resign from employment without cause by giving one month's notice in writing will have an option to accept the same and pay in lieu of the notice period.
 - 6 **Termination for Misconduct:** - Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "Misconduct" in case of reasonable suspicion of misconduct, disloyalty, commission of an act involving moral turpitude, any action of indiscipline or inefficiency.
 - 7 If employee hide or provide any false information to the company about his previous organization, last drawn salary, qualification, family background, any criminal or legal record before or after his joining, which will later on notify by the company and found false or hide of information then services are liable to be terminated without any notice under "Breach of Trust".
 - 8 If employee will leave the organization before confirmation, then no settlement will be done for dues of salary and expenses.

This letter of appointment has been issued to you on the basis of information furnished by you about yourself in the application for employment form. If any of the details and information in your application form, or thereafter, are found to be incorrect, or if it is found that you have concealed or withheld any essential details, your employment is liable to be terminated on that score.

Any dispute arising between Employer & Employee will be subject to courts in Mumbai jurisdiction only.

Kindly sign a duplicate copy of this letter to signify your acceptance and confirmation that you have agreed without any demand to all the terms and conditions of employment herein.

We will sign a specific Secrecy Agreement in due course.

We wish you the best and welcome you to the Company.

Yours Faithfully
For Human Bio-Organics Pvt. Ltd.

Authorized Signatory

Human Bio-Organics Pvt. Ltd.

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Sakshi.pdf



Syncom Formulations (India) Limited

A WHO GMP & ISO 9001:2015 Certified Company
CIN No. - L24239MH1988PLC047759

REF: SYN/PTII/PERSONNEL/2021-22

Date - 03.06.2022

Mr. Shakti Verma
Address: Vill. Bhoinda, Kasrawad
Dist. - Khargone (M.P.)

OFFER LETTER

Dear Mr. Shakti,

This is reference to your Bio-Data & Subsequent interview you had with us recently. We are pleased to offer you the position of Trainee in QC Department at our Pithampur plant on the following terms:-

Your salary package will be as per discussion & agreed upon. This will include all the benefits and perks of the company. The bifurcation of this amount will be informed to you on joining duty. You join your duty on 25.07.2022.

Thanking you,
For Syncom Formulations (I) Ltd.


(J.P. Singh)
Sr. Manager - (HR&IR)

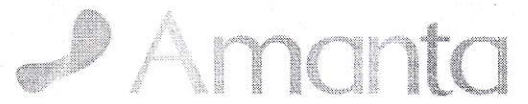




Principal,
GRY. Institute of Pharmacy
BORAWWAN (Khargone) 451278

Bringing a smile on every face...

Regd. Off. - 7, NRI Industrial Estate, Of Mariani Caves Road, Anchari Extd, MUMBAI-400 093, INDIA. Tel. : 011-22-3367744-54. Fax: : 011-22-3367735 E-mail: msi@syncom.com



Registered & Corporate Office:
Amanta Healthcare Ltd.
5th Floor Heritage, Nr. Gujarat Vidhyapith, Ashram Road,
Ahmedabad-380014, Gujarat, INDIA.
Tel.: +91 79 67777600 Fax: +91 79 67777677
Email : info@amanta.co.in Website : www.amanta.co.in
CIN : U24139GJ1994PLC023944

Mr. Anuj,

23rd September 2022

1. An Excellent Team; that's what the pride of **AMANTA HEALTHCARE LTD.** We welcome you, **Mr. Anuj Punasiya**, to join this team of people, who are **AMANTA's** most valuable asset.
2. As a **Chemist – LVP Packing**, You will be located at **Kheda Plant**. Your remuneration will be as finalized during the meeting. Your appointment letter will be given to you, on your joining day. You should join us on or before **03rd October 2022**.
3. Please submit following documents within seven days after accepting offer letter:-
 - (a) Resignation acceptance letter from the previous employer as applicable.
 - (b) Salary slips of last three months from your previous employer.
4. Please bring following documents on your joining date:
 - a) Medical fitness certificate & Chest X-Ray with report from registered medical practitioner.
 - b) Eight copies recent passport size photographs not more than six months old.
 - c) PAN card, Form - 16 or Salary Certificate of your previous employer if TDS is applicable.
 - d) Address Proof and Photo ID Proof (Aadhar card and PAN card is compulsory)
 - e) Education/Qualification certificate (10, 12th, and Degree Certificates).
 - f) Leaving Certificate.
 - g) Photocopy of Bank details (Only SBI). Salary will be credited in bank account only.
5. You are requested to accept this duly signed and return this copy duly signed to us. Together, we will work towards a better future.

Thanking you,

With Best Wishes.

Prepared by

Jayati Barot

Officer – HR & Admin

Approved By

Brigadier N Balan, VSM, (Retired)

AVP-HR & Admin

Accepted By

Anuj Punasiya

Chemist – LVP Packing



Seena

Principal,

GRY Institute of Pharmacy

BORWADA (Kargone) 451228

Date: 14th July, 2022.

To,
Mr. Aditya Raj Solanki
13 Aanatpuri Colony
Near Karnawat
Bolaram Ustad Marg
Indore – 452 001.
Cell No. : +91 7049097572
E-mail : solankiadityaraj452001@gmail.com

Sub : Offer Letter

Dear Mr. Aditya Raj Solanki,

We are pleased to offer you the position of “**Business Health Executive (Indore)**” in our company with the designation & other details as per the terms & conditions already discussed and agreed by 18.07.2022.

The salary payable to you would be CTC (All Inclusive) Rs.2,50,000/- (Rupees Two Lakhs Fifty Thousand Only) Annual.


Please find enclosed a form covering your personal details for the company records, which you may kindly complete and submit at the time of your joining the company.

You are also required to submit a copy of your testimonials along-with the form for our records as per the company procedure.

Your appointment letter covering details of your employment, remuneration, perks, etc. will be handed over to you at the time of your joining the company. Your appointment is subject to successful completion of training.

We welcome you into the Truhealthy family and wish you a long and enjoyable innings with us.

Best regards,
For Truhealthy LLP

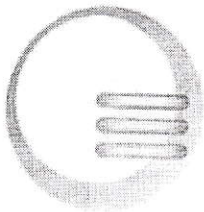

Authorized Signatory





Principal,
GRY. Institute of Pharmacy
BORAWAN (Khargone) 451228





SVIZERA
HEALTHCARE

Email : Info@maneeshpharma.com
Website : www.maneeshpharma.com

Division of:



MANEESH
PHARMACEUTICALS
LIMITED

CIN : U24230MH1985PLC036952

Registered Office : PLOT NO, 29 - 33, ANCILLARY IND. PLOTS, DEONAR, GOVANDI, MUMBAI - 400 043. Tel.:022 2552 6500

Date- JULY 26th, 2022

To,
ABHISHEK REWAL
AMBIKAPURI COLONY,
NEAR RING ROAD,
PIPLIYAPALA,
INDORE: 452014.

Sub.: Offer Letter

Dear Mr.ABHISHEK REWAL,

This has reference to your application and the subsequent interview you had with us, we are pleased to offer you the job opportunity with us as under:-

- 1 Designation : BUSINESS EXECUTIVE
- 2 Head Quarter : INDORE
- 3 Division : INSPIRA
- 4 Gross CTC : Rs. 1.90L (Rupees ONE LAC NINETY THOUSAND Only) p.a.
- 5 You will be on Probation for Six months from the Date of Joining.
- 6 You will be covered under the Group Personal Accident Policy from your Date of Joining for a sum assured of Rs. 10.00 Lacs.

The detailed Appointment Letter alongwith breakup of your CTC and other terms and conditions of your employment will be issued to you at the time of your joining.

You are required to submit Photo copies of following documents to the company with the originals for verification at the time of joining the service:

- a) Proof of Educational or Professional Qualification.
- b) Proof of Date of Birth.
- c) Appointment Letter / Increment Letter with CTC break-up of your Previous Employer.
- d) Latest Salary Slip of your Previous Employer
- e) Resignation / Relieving Letter from your previous Employer.
- f) Pan and Aadhar Card.
- g) Cancelled Cheque Leaf for Bank Account Details.
- h) Two passport size recent photograph.

We request you to kindly acknowledge the receipt and confirm your acceptance for the above Offer.

You are expected to join within 15 days from the date of this Offer Letter; failing which this Offer Letter remains null and void.

Thanking you,

With Best Wishes,
For **SVIZERA HEALTHCARE**
(div. of Maneesh Pharmaceuticals Ltd.)

Nilesh
NILESH TEMULKAR
DGM - HR & ADMIN



I Accept

ABHISHEK REWAL

Seen
Principal,
GRY. Institute of Pharmacy
BORAWAN/Kh...

Ref: HR/AL/2021-22/935
Date: 17th Jan 22

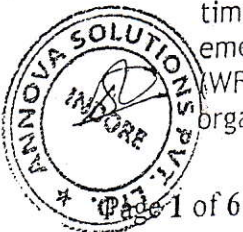
To,
Deepanshu Rathod
deepanshurathod111@gmail.com

Subject: Letter of Appointment

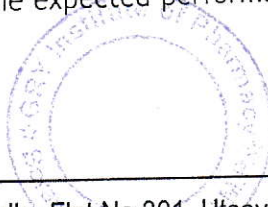
Dear Deepanshu,

We are delighted to offer you a role at Annova Solutions Private Limited on the following terms & conditions:

- DESIGNATION:**
You will be designated as Medical Coder - Trainee.
- PLACE OF POSTING:**
You will be posted in our office at Annova Solutions Pvt Ltd (hereinafter referred to as 'Company' or 'Organization'), 2nd Floor, K Sewani Corporate House, 16/1/1, Race Course Road, Opposite Basket Ball Complex, Indore-452001(MP). However, at any time during the period of appointment, you will be liable to transfer in such other capacity that the company may determine to any other Department/ Branch/ Establishment or any other Company under the same management without adversely affecting your emoluments and general condition of service.
During pandemic, you will be required to work from home "WFH". When things will open up, we may start working from office as per Covid 19 guidelines. You will be required to come report in office as per the management decision.
- REMUNERATION:**
Your Annual Salary on Cost to Company (CTC) basis will be INR 1,85,000 (Rupees One Lakhs Eighty-Five Thousand Only) The detailed salary structure is enclosed with this letter in the Annexure-A.
- WORKING HOURS:**
Your office working hours will be 9 hours (including one-hour break for Breakfast/Lunch/Dinner/Tea/Snacks) and shift will start anytime between 08:00 am to 11:00 am depending on the client requirements, you need to work from Monday to Friday. The shift timings may be amended by the Management from time to time as per the organizational/client requirement. In the event of an emergency due to various reasons, you are also expected to "Work from Home (WFH)" and deliver the expected performance as desired by the client and the organization.



Page 1 of 6



Seen
Principal,

Prathod

During probation period, your working days will be 6 days a week from Monday to Saturday.

5. TRAINING:

You will have to undergo 12 weeks of mandatory training and it is mandatory for you to clear the training/certification to continue your services with Annova Solutions. During this period, your performance shall be monitored regularly. In the event of your in-ability to clear the training or non-performance, the Company shall relieve you of your duties with immediate effect and the salary will be paid from the date of joining till your last working/training day. You will not be entitled for any other compensation, salary or notice pay in lieu of your relieving from the organization.

6. PROBATION PERIOD:

You will be on probation for a period of 3 months from the date of joining service. Based on your performance and conduct the probation period may be extended at sole discretion of the management. During probation period, your performance, attendance & conduct will be under observation and your services can be terminated immediately due to poor performance, disciplinary issues, etc. without assigning any reason or notice/notice pay thereof.

7. SERVICE AGREEMENT BOND:

You shall not resign from the Position of Medical Coder-Trainee till the end of probation period.
If you leave the organization for any reason prior to the minimum working period of 6 months from the date of your appointment, you will be liable to pay penalty amount spent on training which will be ranging from Rs 25,000 to Rs. 80,000 due to cost of training and loss of business for the company
You will be required to sign the bond within a week of your joining.

8. TRANSFER:

Your service is liable to be transferred for work in any department/ anywhere in India depending on exigencies of work. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.

9. LEAVE:

You will be eligible for paid leaves as per Company Policy.

10. STATUTORY DEDUCTIONS:

All Statutory Deductions (Provident Fund, Employee State Insurance, Income Tax, Professional Tax, etc.) shall be as per the Statutory Acts.

CONFIDENTIAL INFORMATIONS:

You shall not give out in any manner, particulars or details of any research



Seen
Principal



Prakash

process, any trade secret, Contract/Agreement of the client's, administrative and or organizational matters of confidential nature etc.

12. NON-DISCLOSURE & INTELLECTUAL PROPERTY AGREEMENT:

It is required that you do not disclose any of the information or asset as they are the Intellectual properties of the Company. If you are found violating this agreement, it can lead to termination of your employment instantly and legal action as deemed appropriate by the company. It is mandatory to sign Non-Disclosure Agreement (NDA) on the day of your joining the organization.

13. PHYSICAL FITNESS:

This appointment shall be subject to your being found and certified physically and mentally fit. Further you are required to maintain yourself in a state of medical fitness (physical & mental). In case at any point of time you are found medically unfit during your services, the Company will be liable for termination without any notice or payment in lieu thereof.

14. CHANGE OF ADDRESS:

You shall keep the company informed about changes if any in your residential address & contact information, so as to facilitate Communication with you, and all communications sent to you at correct address.

15. DUTIES & RESPONSIBILITIES:

(a) Your appointment in the company is full time and you shall devote yourself exclusively to the business of the company. You will not engage yourself in any other gain full employment or business (part - time or full - time) as long as you are employed in the company. Any action contrary to this shall render your services liable for termination without any notice or payment in lieu thereof.

(b) You are required to sign the Company 'Code of Conduct' Guidelines on the day of joining and will abide by the rules and regulations mentioned in the Code of Conduct Guidelines.

(c) You are required to deal with the Company's clients, materials and documents with utmost honesty. If at any time you are found of moral turpitude or of any dishonesty in dealing with the Company's money, materials and documents, you shall render yourself liable for termination without any notice or payment in lieu thereof.

(d) You will not divulge or give public any information related to any aspect of the company to anyone not employed by the company, including in such activity shall render you liable for termination without any notice or payment in lieu thereof.

(e) If any declaration given or information furnished by you to the company are found to be false or if you are found to have willfully suppressed any material

information at any point of time during your services are liable to be terminated immediately without any notice or payment in lieu thereof. Your employment may also be terminated with immediate effect on disciplinary grounds and you will not be entitled for any payment or salary for such termination.

16. ABSENCE FROM DUTIES:

Your absence for a continuous period of 3 days (including absence when the leave is applied, but not granted) or overstay for a period of 3 days will be treated as absconding from the services which automatically lead to termination of your employment with immediate effect without any notice in intimation from the side of the Management. In such cases, you will not be entitled for salary, compensation/benefits and relieving/experience letters in lieu of your absence. If the termination is within "SERVICE AGREEMENT BOND" period, you will be liable to re-pay the salary paid during the period of employment.

17. NOTICE PERIOD:

On Confirmation of your services i.e. on completion of 3 months of tenure with the organization, either party (employee or employer) can terminate the services by giving 30 days' notice or 30 days Gross Salary in lieu of notice. The Company Management reserve the rights to accept or reject the notice period buy-out option. The Company at its discretion, during probation or on confirmation of your services thereof, without assigning any reason, can terminate your employment on payment in lieu of Notice Period. Such payment will be calculated pro rate on the basis of your current Gross Fixed salary (subject to Tax Deduction).

18. CONTRACT/BOND WITH PREVIOUS EMPLOYERS:

It will be your personal responsibility to discharge all obligations arising out of any contract or bond with previous employer.

19. TERMINATION OF EMPLOYMENT:

On termination of this employment, you will immediately hand over the company all correspondence, specifications, books, documents, client information, literature, cost data, physical records, Data Card, Laptop/Desktop, etc. belongings to the company or relating to its business and shall not make or retain any copies of these items.

20. STANDING ORDER- Adherence to Code of Conduct, Company Values & Policies:

You will abide by the Standing Orders, rules & regulations and service conditions that may be in force or applicable to the organization or are framed from time to time by the company.

EXPERIENCE/RELIEVING LETTER:

Experience/Service letter shall be issued to you on satisfactory completion of Resignation process which includes serving notice period, compliance to Service



Screen
Principal,
Institute of Pharmacy
(Kharagone) 451228

ofastur

Agreement Bond, Knowledge Transfer (KT), 'No Due' clearances from the respective stakeholders/departments and handing over the Company Assets to the organization.

22. RETIREMENT AGE:

You shall retire from the services of the company on attaining the age of 58 years on the basis of the age proof submitted by you, subject to your being medically and mentally fit.

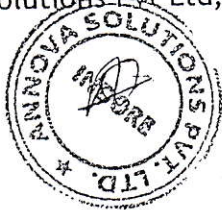
23. GENERAL:

The above terms and conditions are based on company's policy, procedures and rules and regulations currently applicable to the company's employees and are subject to amendments and adjustments from time to time.

We welcome you again to our family and trust your association with us would be a long and meaningful one.

Please sign on the duplicate copy of this appointment letter as a token of your acceptance and return it to the company.

For Annova Solutions Pvt Ltd,



Authorized Signatory

ACCEPTANCE:

I accept the offer of employment and terms and conditions mentioned in aforesaid letter and reported for duty on with effect from 17-Jan-2022.

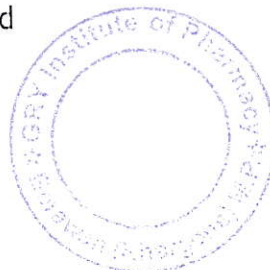
Deepanshu Rathod

Signature of the Employee:

Name of the Employee: Deepanshu Rathod

Date: 17-Jan-22

Page 5 of 6



Seen
Principal,

GRY. Institute of Pharmacy
BORAWAN (Chargone) 451228

ANNEXURE - A

Name: Deepanshu Rathod

Date of Joining: 17-Jan-22

Designation: Medical Coder-Trainee

Component	Monthly (Rs)	Annual (Rs)
Basic	8,500	1,02,000
HRA	1,911	22,932
Bonus	708	8,496
Gross Salary (A)	11,119	133,428
Variable Earning*	-	35,000
Total Variable Component (B)	-	35,000
Deductions		
Employer PF contribution	1,020	12,240
Employer ESIC contribution	361	4,332
Total Deductions (C)	1,381	16,572
Cost to Company (CTC) (A+B+C)	12,500	1,85,000

*Variable Earning: Payout is subject to pre-defined criteria basis Quality, Production and Attendance and will be paid twice in a year.

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

Group Personal Accidental Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of up to Rs. 15 lakhs.

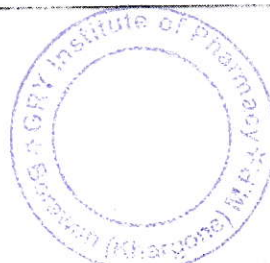
With Best Wishes
Annova Solutions Pvt Ltd.



Authorized Signatory

Accepted By:

[Signature]



[Signature]

Principal,
GRY Institute of Pharmacy
BORAWAN (Kharagone) 451228

Ref: HR/AL/2021-22/974
Date: 17th Jan 22

To,
Shubham Soni
shubhamsni95896@gmail.com

Subject: Letter of Appointment

Dear Shubham,

We are delighted to offer you a role at Annova Solutions Private Limited on the following terms & conditions:

- DESIGNATION:**
You will be designated as Medical Coder - Trainee.
- PLACE OF POSTING:**
You will be posted in our office at Annova Solutions Pvt Ltd (hereinafter referred to as 'Company' or 'Organization'), 2nd Floor, K Sewani Corporate House, 16/1/1, Race Course Road, Opposite Basket Ball Complex, Indore-452001(MP). However, at any time during the period of appointment, you will be liable to transfer in such other capacity that the company may determine to any other Department/ Branch/ Establishment or any other Company under the same management without adversely affecting your emoluments and general condition of service.
During pandemic, you will be required to work from home "WFH". When things will open up, we may start working from office as per Covid 19 guidelines. You will be required to come report in office as per the management decision.
- REMUNERATION:**
Your Annual Salary on Cost to Company (CTC) basis will be INR 1,85,000 (Rupees One Lakhs Eighty-Five Thousand Only) The detailed salary structure is enclosed with this letter in the Annexure-A.
- WORKING HOURS:**
Your office working hours will be 9 hours (including one-hour break for Breakfast/Lunch/Dinner/Tea/Snacks) and shift will start anytime between 08:00 am to 11:00 am depending on the client requirements, you need to work from Monday to Friday. The shift timings may be amended by the Management from time to time as per the organizational/client requirement. In the event of an emergency due to various reasons, you are also expected to "Work from Home (WFH)" and deliver the expected performance as desired by the client and the organization.



Page 1 of 6

Regd. Office: 13, Kumar Mohalla, Flat No.301, Utsav Residency, Malharganj, Indore-452002
5th Floor, 514-Shekhar Central, 4-5, Manorma Ganj, Palasia, Indore-452001
H-701, 7th Floor, Metro Tower, PU-4, Scheme No.54, Indore-452010



Soni
Principal,
Borawan Institute of Pharmacy
BORAWAN (Khargone) 451228

During probation period, your working days will be 6 days a week from Monday to Saturday.

5. TRAINING:

You will have to undergo 12 weeks of mandatory training and it is mandatory for you to clear the training/certification to continue your services with Annova Solutions. During this period, your performance shall be monitored regularly. In the event of your in-ability to clear the training or non-performance, the Company shall relieve you of your duties with immediate effect and the salary will be paid from the date of joining till your last working/training day. You will not be entitled for any other compensation, salary or notice pay in lieu of your relieving from the organization.

6. PROBATION PERIOD:

You will be on probation for a period of 3 months from the date of joining service. Based on your performance and conduct the probation period may be extended at sole discretion of the management. During probation period, your performance, attendance & conduct will be under observation and your services can be terminated immediately due to poor performance, disciplinary issues, etc. without assigning any reason or notice/notice pay thereof.

7. SERVICE AGREEMENT BOND:

You shall not resign from the Position of Medical Coder-Trainee till the end of probation period.

If you leave the organization for any reason prior to the minimum working period of 6 months from the date of your appointment, you will be liable to pay penalty amount spent on training which will be ranging from Rs 25,000 to Rs. 80,000 due to cost of training and loss of business for the company

You will be required to sign the bond within a week of your joining.

8. TRANSFER:

Your service is liable to be transferred for work in any department/ anywhere in India depending on exigencies of work. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.

9.

LEAVE:

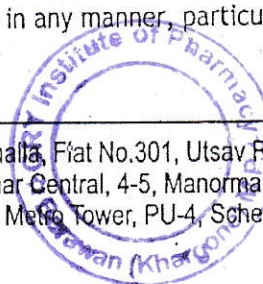
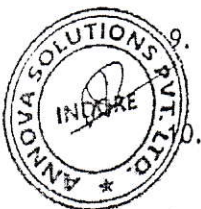
You will be eligible for paid leaves as per Company Policy.

STATUTORY DEDUCTIONS:

All Statutory Deductions (Provident Fund, Employee State Insurance, Income Tax, Professional Tax, etc.) shall be as per the Statutory Acts.

11. CONFIDENTIAL INFORMATIONS:

You shall not give out in any manner, particulars or details of any research



Soni
Principal,
GRY Institute of Pharmacy
BOPWAN (Bhopal) 454228

process, any trade secret, Contract/Agreement of the client's, administrative and or organizational matters of confidential nature etc.

12. NON-DISCLOSURE & INTELLECTUAL PROPERTY AGREEMENT:

It is required that you do not disclose any of the information or asset as they are the Intellectual properties of the Company. If you are found violating this agreement, it can lead to termination of your employment instantly and legal action as deemed appropriate by the company. It is mandatory to sign Non-Disclosure Agreement (NDA) on the day of your joining the organization.

13. PHYSICAL FITNESS:

This appointment shall be subject to your being found and certified physically and mentally fit. Further you are required to maintain yourself in a state of medical fitness (physical & mental). In case at any point of time you are found medically unfit during your services, the Company will be liable for termination without any notice or payment in lieu thereof.

14. CHANGE OF ADDRESS:

You shall keep the company informed about changes if any in your residential address & contact information, so as to facilitate Communication with you, and all communications sent to you at correct address.

15. DUTIES & RESPONSIBILITIES:

(a) Your appointment in the company is full time and you shall devote yourself exclusively to the business of the company. You will not engage yourself in any other gain full employment or business (part - time or full - time) as long as you are employed in the company. Any action contrary to this shall render your services liable for termination without any notice or payment in lieu thereof.

(b) You are required to sign the Company 'Code of Conduct' Guidelines on the day of joining and will abide by the rules and regulations mentioned in the Code of Conduct Guidelines.

(c) You are required to deal with the Company's clients, materials and documents with utmost honesty. If at any time you are found of moral turpitude or of any dishonesty in dealing with the Company's money, materials and documents, you shall render yourself liable for termination without any notice or payment in lieu thereof.

(d) You will not divulge or give public any information related to any aspect of the company to anyone not employed by the company, including in such activity shall render you liable for termination without any notice or payment in lieu thereof.

(e) If any declaration given or information furnished by you to the company are found to be false or if you are found to have willfully suppressed any material

information at any point of time during your services are liable to be terminated immediately without any notice or payment in lieu thereof. Your employment may also be terminated with immediate effect on disciplinary grounds and you will not be entitled for any payment or salary for such termination.

16. ABSENCE FROM DUTIES:

Your absence for a continuous period of 3 days (including absence when the leave is applied, but not granted) or overstay for a period of 3 days will be treated as absconding from the services which automatically lead to termination of your employment with immediate effect without any notice in intimation from the side of the Management. In such cases, you will not be entitled for salary, compensation/benefits and relieving/experience letters in lieu of your absence. If the termination is within "SERVICE AGREEMENT BOND" period, you will be liable to re-pay the salary paid during the period of employment.

17. NOTICE PERIOD:

On Confirmation of your services i.e. on completion of 3 months of tenure with the organization, either party (employee or employer) can terminate the services by giving 30 days' notice or 30 days Gross Salary in lieu of notice. The Company Management reserve the rights to accept or reject the notice period buy-out option. The Company at its discretion, during probation or on confirmation of your services thereof, without assigning any reason, can terminate your employment on payment in lieu of Notice Period. Such payment will be calculated pro rate on the basis of your current Gross Fixed salary (subject to Tax Deduction).

18. CONTRACT/BOND WITH PREVIOUS EMPLOYERS:

It will be your personal responsibility to discharge all obligations arising out of any contract or bond with previous employer.

19. TERMINATION OF EMPLOYMENT:

On termination of this employment, you will immediately hand over the company all correspondence, specifications, books, documents, client information, literature, cost data, physical records, Data Card, Laptop/Desktop, etc. belongings to the company or relating to its business and shall not make or retain any copies of these items.

STANDING ORDER- Adherence to Code of Conduct, Company Values & Policies:
You will abide by the Standing Orders, rules & regulations and service conditions that may be in force or applicable to the organization or are framed from time to time by the company.

21. EXPERIENCE/RELIEVING LETTER:

Experience/Service letter shall be issued to you on satisfactory completion of Resignation process which includes serving notice period, compliance to Service

Page 4 of 6

Regd. Office: 13, Kumar Mohalla, Flat No.301, Utsav Residency, Malharganj, Indore-452002
5th Floor, 514-Shekhar Central, 4-5, Manorma Ganj, Palasia, Indore-452001
H-701, 7th Floor, Metro Tower, PU-4, Scheme No.54, Indore-452010

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Seena
GRY. Institute of Pharmacy
BORAWAN (Kharagone) 451228

Agreement Bond, Knowledge Transfer (KT), 'No Due' clearances from the respective stakeholders/departments and handing over the Company Assets to the organization.

22. **RETIREMENT AGE:**
You shall retire from the services of the company on attaining the age of 58 years on the basis of the age proof submitted by you, subject to your being medically and mentally fit.
23. **GENERAL:**
The above terms and conditions are based on company's policy, procedures and rules and regulations currently applicable to the company's employees and are subject to amendments and adjustments from time to time.

We welcome you again to our family and trust your association with us would be a long and meaningful one.

Please sign on the duplicate copy of this appointment letter as a token of your acceptance and return it to the company.

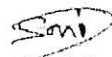
For Annova Solutions Pvt Ltd,



Authorized Signatory

ACCEPTANCE:

I accept the offer of employment and terms and conditions mentioned in aforesaid letter and reported for duty on with effect from 17-Jan-2022.

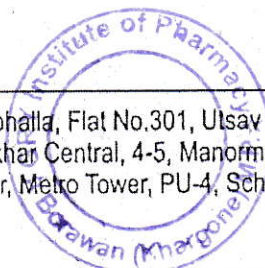

Signature of the Employee:


Name of the Employee: Shubham Soni

Date: 17-Jan-22

Page 5 of 6

Regd. Office: 13, Kumar Mohalla, Flat No.301, Ulsay Residency, Malharganj, Indore-452002
5th Floor, 514-Shekhar Central, 4-5, Manorma Ganj, Palasia, Indore-452001
H-701, 7th Floor, Metro Tower, PU-4, Scheme No.54, Indore-452010




Principal,
GRY Institute of Pharmacy
BORAWAN (Kharagone) 451228

ANNEXURE - A

Name: Shubham Soni

Date of Joining: 17-Jan-22

Designation: Medical Coder-Trainee

Component	Monthly (Rs)	Annual (Rs)
Basic	8,500	1,02,000
HRA	1,911	22,932
Bonus	708	8,496
Gross Salary (A)	11,119	133,428
Variable Earning*	-	35,000
Total Variable Component (B)	-	35,000
Deductions		
Employer PF contribution	1,020	12,240
Employer ESIC contribution	361	4,332
Total Deductions (C)	1,381	16,572
Cost to Company (CTC) (A+B+C)	12,500	1,85,000

*Variable Earning: Payout is subject to pre-defined criteria basis Quality, Production and Attendance and will be paid twice in a year.

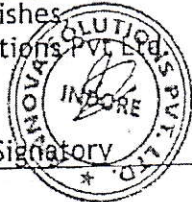
Additional Benefit: In addition to the above, you will also be eligible for the below mentioned benefit -

Group Personal Accidental Insurance (GPAL) coverage: You would be enrolled under the Company's GPAL scheme with a cover of up to Rs. 15 lakhs.

With Best Wishes

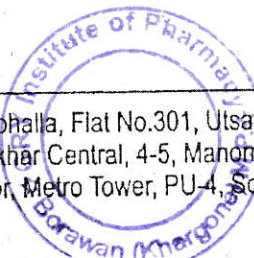
Annova Solutions Pvt Ltd

Authorized Signatory



Accepted By:

Soni



17 Feb 2022

Mr. Chetan Verma
Bakaner Th. Manawar district. Dhar MP.

Subject: Job Offer Letter for the Position of Clinical Research Coordinator

Dear Mr. Chetan Verma,

With reference to the personal discussion, you had with us, we are pleased to offer you the position of Clinical Research Coordinator in our organization on terms and conditions mutually agreed upon.

Your employment will be effective, as of 21 Feb 2022.

Your main tasks and responsibilities will be: Managing clinical study at site level. Coordination and assistance to PI. Site and Patient related activities as per ICH-GCP and regulatory requirement. Communication with Sponsor/CRO.

You will be paid as per payable in relation to the Organization's payroll schedule and mutually agreed. You will be paid Rs. 5000/- for initial two month as stipend during your training period. After completion of two-month training, you will be paid initial salary Rs 13000/- Per month.

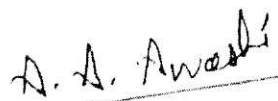
If your performance is up to our satisfaction, you will be given a salary rise after your probation period.

You will be in a full time, at-will employment reporting to Ms. Abhilasha Awasthi.

A notice period of at least One month is required from either side to relieve you from your responsibilities. If you leave organization without intimation, one month salary will be deducted.

If this offer is acceptable to you, you are requested to sign the duplicate copy of this letter and return the same to us as a token of your acceptance of the offer.

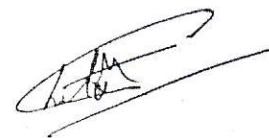
With regards
Yours Sincerely



Ms. Abhilasha Awasthi
Director of Absolute Research



ACCEPTANCE OF THE OFFER

Candidate Signature:




Principal,
GRY Institute of Pharmacy
Bhawanji (Kharagone) 451228

C14, Nilay Complex Thaltej,
Ahmedabad-380054

M : +91 83750 79880
E : abhi.absoluteresearch@gmail.com



AYKA PHARMA

Halka No. 61, Survey No.156/1/1/1 Jamaniya Khurd, Indore M.P. 452016
GSTN- 23AXBPK9633R22W, E-Mail- aykapharma@gmail.com
Contact No. +91 9893126565

Date: 25 June 2022

Mr. Jitendra Pawar
Jhirniya, teh. Jhirniya
Dist. Khargone (MP)

Dear Mr. Jitendra

With reference to your application and the subsequent interview, you have had with us, we are pleased to inform you that you have been selected as Officer in Quality Control.

Please let us know the date on which you will be joining us. A formal letter of appointment will be issued to you at the time of joining.

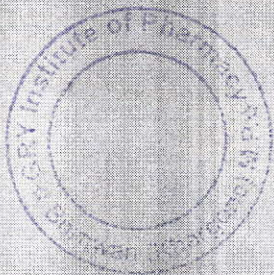
Monthly emoluments as mutually agreed during the interview with us.

With Best Wishes,

Signature of Employee

For: Ayka Pharma

Sunil Rajput



Sunil
Principal,

GRY Institute of Pharmacy
B96AW QM11



AYKA PHARMA

Halka No. 61, Survey No.156/1/1/1 Jamaniya Khurd, Indore M.P. 452016
GSTN- 23AXBPK9633R2ZW, E-Mail- aykapharma@gmail.com
Contact No. +91 9893126565

Date: 01 July 2022

Miss. Monika Kanade
Gram. Mohanpur, Post. Goradiya
Teh. Pandhana, Dist. Khandwa (MP)

Dear Miss. Monika

With reference to your application and the subsequent interview, you have had with us, we are pleased to inform you that you have been selected as Officer in Quality Control.

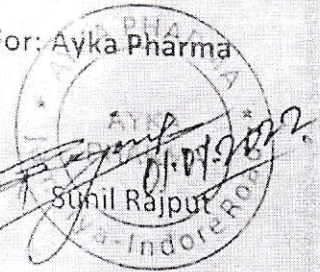
Please let us know the date on which you will be joining us. A formal letter of appointment will be issued to you at the time of joining.

Monthly emoluments as mutually agreed during the interview with us.

With Best Wishes,

Signature of Employee

For: Ayka Pharma



Principal,

GRY. Institute of Pharmacy
BORAWAN (Kargone) 451117



AYKA PHARMA

Halka No. 61, Survey No.156/1/1/1 Jamaniya Khurd, Indore M.P. 452016
GSTN- 23AXBPK9633R2ZW, E-Mail- aykapharma@gmail.com
Contact No. +91 9893126565

Date: 25 June 2022

Mr. Chetan Choudhari
Vill.Matrara Teh.Pansema
Dist. Barwani (MP) 451770

Dear Mr. Chetan Choudhari

With reference to your application and the subsequent interview, you have had with us, we are pleased to inform you that you have been selected as Officer in Quality Assurance.

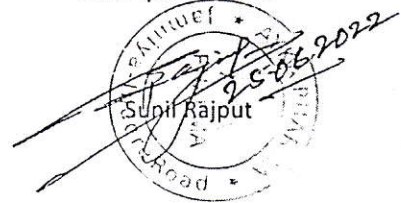
Please let us know the date on which you will be joining us. A formal letter of appointment will be issued to you at the time of joining.

Monthly emoluments as mutually agreed during the interview with us.

With Best Wishes,

Signature of Employee

For: Ayka Pharma



Principal,
GRY. Institute of Pharmacy
BORAWAN (Kharagone) 451228

Vindas Chemical Industries Private Limited

WHO-GMP & ISO 9001 : 2008 CERTIFIED COMPANY

CIN : U02423MP1988PTC004904

MANUFACTURER, EXPORTER & IMPORTER OF PHARMACEUTICAL FORMULATIONS

Date : 25.04.2022

To,

Mr. Piyush Mahawar,
Dewla, Block-Bhikangaon,
Khargone (M.P.) - 451 001

Through : GRY Institute of Pharmacy - Placement Division

Sub.: Offer Letter

Dear Piyush,

This is further to your application seeking employment with us and the subsequent interview you had.

We are pleased to offer you the position of **Asst. Chemist** in our organization.

Your compensation on joining will be **Rs.10,000/-P.M.**
Statutory deductions i.e. EPF & ESIC etc. (Employee's contribution only) will be deducted from the above payable amount. Conveyance facility / allowance will be payable extra on monthly pro rata basis. Annual bonus will be payable extra other than above.

You will be on probation for 12 months, after which you will be confirmed provided your performance measures up to our expectations.

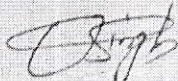
In case you desire to leave the services of the company, you shall give the company one month notice in writing.

Please signify acceptance of the offer by signing and returning to us the duplicate of this letter, and ensure to join within 35 days from today but not later than 01.06.2022

I extend a warm welcome to you and wish you all the best for a successful career.

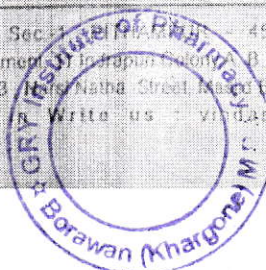
Very truly yours,

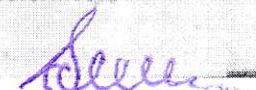
For **VINDAS CHEMICAL IND. PVT.LTD.**



(U.K.Singh)
MANAGER-P&A

Regd.Off. & Fact.: Plot No.65, Sec. 1, Indrapuri Colony, B. Road, Indore - 452017 (M.P.) Ph.: (07262) 252535, Telefax: +91-7262-253414
Admn. Office: 102, Prabhudeep Apartment, Indrapuri Colony, B. Road, Indore - 452017 (M.P.) Phone: (0731) 2339701-2339702 Fax: (01-731)-2339703
Head Office: 210, Adani Building, 413, New Nalda Street, Marine Bunder, Mumbai - 400 009 Phone: (022) 23445055, 23449255 Fax: (01-22) 23410432
Visit us at : www.vindas.com Write us : vindas@vni.com, drkalaria@yahoo.co.in, vindasletter@gmail.com




Principal,
GRY. Institute of Pharmacy
BORAWAN (Khargone) 451228

TORINO LABORATORIES (P) LTD.

An ISO 9001 : 2008 Certified & National Quality Award Winner Co.

CIN : U85195MH1990PTC058027

Manufacturer & Exporter of Quality Medicines

Date : 25.04.2022

To,

Mr. Pritesh Jain,
M.G. Road, Khetia,
Barwani (M.P.)

Through: GRY Institute of Pharmacy - Placement Division

Sub.: Offer Letter.

Dear Pritesh,

This is further to your application seeking employment with us and the subsequent interview you had.

We are pleased to offer you the position of **Asst. Chemist** in our organization.

Your compensation on joining will be **Rs.10,000/-P.M.**

Statutory deductions i.e. EPF & ESIC etc. (Employee's contribution only) will be deducted from the above payable amount. Conveyance facility / allowance will be payable extra on monthly pro rata basis. Annual bonus will be payable extra other than above.

You will be on probation for 12 months, after which you will be confirmed provided your performance measures up to our expectations.

In case you desire to leave the services of the company, you shall give the company one month notice in writing.

Please signify acceptance of the offer by signing and returning to us the duplicate of this letter, and ensure to join within 35 days from today but not later than 01.06.2022.

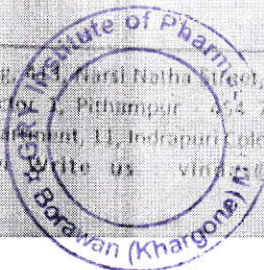
I extend a warm welcome to you and wish you all the best for a successful career.

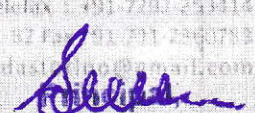
Very truly yours,

For **TORINO LABORATORIES PVT.LTD.**


(**DR.DARSHAN KATARIA**)
DIRECTOR

Regd. Office : 210, Adarnji Building, Narai Naiba Street, Masjid Bunder Road, Mumbai - 400 009 Ph. : (0721) 23410422, 23449266
Factory Add. : Plot No. 65/1, Sector 4, Pithampur - 475, Dist. Dhar (M.P.) Ph. : (07202) 252586, Telefax : 01-7201 293314
Adm. Office : 102, Prabhudeep Apartment, 11, Indrapuri Colony, INDORE - 452 017 (M.P.) Ph. : (0731) 2360781 82 Fax : 01-731 2960783
Visit us at : www.vindas.in Write us : vindas@vindas.in, drdkataria@yahoo.co.in, vindas@vindas.com




GRY Institute of Pharmacy
BORAWAN (Khargone) 451228

TORINO LABORATORIES (P) LTD.

An ISO 9001 : 2008 Certified & National Quality Award Winner Co.

CIN : U85195MH1990PTC058027

Manufacturer & Exporter of Quality Medicines

Date : 25.04.2022

To,

Ms.Neha Yadav,
Balwadi,
Khargone (M.P)

Through : GRY Institute of Pharmacy - Placement Division

Sub.: Offer Letter.

Dear Neha,

This is further to your application seeking employment with us and the subsequent interview you had .

We are pleased to offer you the position of **Asst. Chemist** in our organization.

Your compensation on joining will be **Rs.10,000/-P.M.**

Statutory deductions i.e. EPF & ESIC etc. (Employee's contribution only) will be deducted from the above payable amount. Conveyance facility / allowance will be payable extra on monthly pro rata basis. Annual bonus will be payable extra other than above.

You will be on probation for 12 months, after which you will be confirmed provided your performance measures up to our expectations.

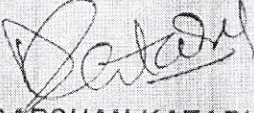
In case you desire to leave the services of the company, you shall give the company one month notice in writing.

Please signify acceptance of the offer by signing and returning to us the duplicate of this letter, and ensure to join within 35 days from today but not later than 01.06.2022.

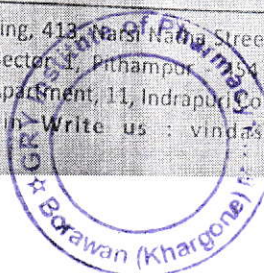
I extend a warm welcome to you and wish you all the best for a successful career.

Very truly yours,

For **TORINO LABORATORIES PVT.LTD.**


(**DR.DARSHAN KATARIA**)
DIRECTOR

Regd. Office : 210, Adamji Building, 413, Naraina Street, Masjid Bunder Road, Mumbai - 400 009 Ph. : (022) 23410422, 23449266
Factory Add. : Plot No. 65/1, Sector 1, Pithampur - 475, Dist. Dhar (M.P.) Ph. : (07292) 252536, Telefax : +91-7292-253414
Adm. Office : 102, Prabhudeep Apartment, 11, Indrapuri Colony, INDORE - 452 017 (M.P.) Ph. : (0731) 2360781-92 Fax : 91-731-2360783
Visit us at : www.vindas.in Write us : vindas@vindas.in, drdkataria@yahoo.co.in, vindastorino@gmail.com





CANDIDATE DETAILS FOR PF/ESIC/PT

State:	MADHYAPRADESH	Head Quarter	BURHANPUR	Joining Date	01/06/22
Full Name:	NIVRUTTI MAHAJAN				
Birthdate	17-10-2000	Age	21	Email	nivruttimhasan12@gmail.com
Mobile No:	9977088216	Mobile No (Alternative)	9977358846	Blood Group:	AB+
Aadhar Card No:	7079 9850 8339	PAN No:	-		
UAN No:	-	If Previous ESIC No:	-		
If Previous PF No:	-				

PRESENT ADDRESS

Makan no. 663, Ward no. 17,
GRAM. BIRODA
DIST. BURHANPUR

PERMENENT ADDRESS

MAKAN NO. 663, WARD NO. 17,
GRAM. BIRODA,
DIST. BURHANPUR

Family Details of Employee

Sr No	Relation	Name of Family Member	Date of Birth	Aadhar Card No.
1	Father	MR. ARJUN MAHAJAN	03-12-1966	55373 3464 1418
2	Mother	MRS. LILABAI MAHAJAN	01-01-1968	6611 6224 4917
3	Wife			
4	Son			
5	Son			
6	Daughter			
7	Daughter			

Name of Nominee: MR. ARJUN MAHAJAN

Relation: Father

Above Said Information's are true as per best of my knowledge.

Signature of the applicant:

Date: - 06-22 Place: BURHANPUR

Note: Attach two Passport Size colour Photographs.





SALARY STRUCTURE FOR SALES LEADER

NAME:- NIVROTTI MAHAJAN

DATE:- _____

H.Q.:- BURMANPUR

STATE:- M.P.

SMART PHONE MODEL NAME	<u>REDMI NOTE 10</u>
OWN BIKE NO.	<u>MP68 M 1278</u>
AGE LIMIT (NOT MORE THEN 35)	<u>21</u>
Note: - Android Phone with 5" Screen.	

SALARY

BASIC SALARY	10,000/-
HOUSE RENT ALLOWANCES (A)	
MOTOR VEHICLE ALLOWANCES	1000/-

COMPANY COST = Your Salary as above + Approx. Rs. 2500 to Rs. 3000 as company contribution will deposit in your PF & ESIC Account & bonus will pay you directly in your account. (PF 12.61% of your Basic Salary, ESIC 4.75% of your Gross Salary and BONUS 8.33% of your Yearly Basic Salary)

ALLOWANCES

	General ()	Metro ()	Hill Area ()	Description
DAILY ALLOWANCE (H.Q)	150	250	150	PER WORKING DAY
DAILY ALLOWANCE (EX STATION)	200	250	200	PER WORKING DAY
DAILY ALLOWANCE (OUT STATION)	200	250	200	PER WORKING DAY
TRAVELLING ALLOWANCE	2.25/- Rs.	NA	2.50/- Rs.	PER KM (ONE WAY 20KM AREA FALL UNDER HQ & NO ELIGIBILITY TO GET T. A.
NIGHT STAY	500	500	500	PER NIGHT
MOBILE/INTERNET ALLOWANCES	500	500	500	PER MONTH
BIRTHDAY CELEBRATION	1000	1000	1000	AT TIME OF BIRTHDAY WITH HALF DAY LEAVE

INCENTIVE BENEFITS

BUSINESS BASE (B)	HAPPINESS SLAB (C)	HAPPINESS BENEFIT	FINAL HAPPINESS TARGET (B+C)	INCENTIVE BASE (D)	INCENTIVE
<u>0</u>	<u>2400,000</u>	<u>Crac Tour</u>	<u>24,00,000</u>	<u>150,000</u>	3% ON EXCESS BUSINESS OF YOUR INCENTIVE BASE

NAME OF STOCKIST FALL UNDER CANDIDATE:

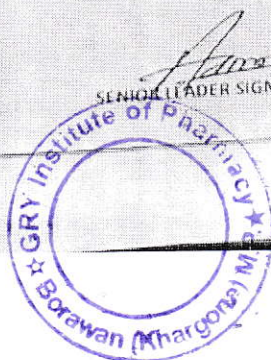
SR. NO	NAME OF STOCKIST	LOCATION
<u>1</u>	<u>Ma Pharma Sales</u>	<u>Burhanpur</u>
<u>2</u>		
<u>3</u>		

REMARK:-

[Signature]
SALES LEADER SIGNATURE

[Signature]
SENIOR LEADER SIGNATURE

HR HEAD SIGNATURE



[Signature]
Principal,

GRY. Institute of Pharmacy
BORAWAN (Khargone) 451228



UNISURE BIOTECH PVT. LTD.

📍 A-3/909, Purvanchal Height, Sector Zeta - 1, Greater Noida - 201308

✉ info.unisurebiotech@gmail.com ☎ 9302306233

🌐 www.unisurebiotech.com

To,

Mr. Rohit Solanki

Vidya Nagar, Gram Badgaon, Tehsil Gogawan, Badhaon (Nagjhiri) Dist. Khargone,
M.P. 451001

SUBJECT : LETTER OF APPOINTMENT

Dear Mr. Rohit Solanki

Further to our offer letter dated 17 /06/2022 we are pleased to appoint you in our organization as "**TERRITORY MANAGER**" in General Division based at Khargone HQ with effect from 17/06/2022

The detailed terms and condition of your employment with **Unisure Biotech Pvt. Ltd.** are as follows:

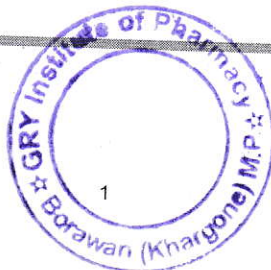
1. Place of work :


A : Your posting will be at our **Khargone HQ** However you shall attend at such place or place (whether in Khargone or outside Khargone) as the Company may from time to time direct for the purpose of carrying out your responsibilities.

B : During the course of your employment with the Company you are liable to be transferred to any other department , section or anywhere in the Indian union and it's territories or abroad. or to transfer you to any of the company's affiliates , associates , subsidiaries, sister/parent Companies or any of our branches and you shall comply with all direction and instructions on that behalf.

2. Probation :

You shall be on probation for a period of Six (06) months from the date of appointment and will continue to be on probation till you are given a letter of confirmation in writing . Confirmation would be done after performance is reviewed for the probation period.




Principal,
GRY. Institute of Pharmacy
BORAWAN (Khargone) 451228

3. Compensation :

You shall be entitled to compensation on a cost to company basis and will be payable as per the annexure enclosed .

A. You will be entitled to other benefits as provided by the Company and as applicable to your Grade .

B. The Company reserves the right to add , to alter , to modify or abrogate from time to time any term of the contract of employment , including remuneration and perquisites , which will be communicated to you either by individual letter or by circular. In any question of interpretation of any term or condition of your appointment/ employment arises the decision of the Company shall be binding on you.

4. Hours of work :

You will put in such hours of work as may be commensurate with your responsibilities. However , your effective hours of work per week and holidays per year will be as per the rules determined from time to time by the company.

5. Leave :

You will be entitled for leave per year as per the rules of the company in force from time to time.

6. Confidentiality :

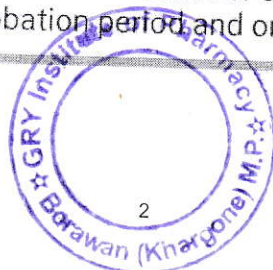
Not at any time during the continuance or before two (02) year after the termination or cessation of your employment with the company except with prior sanction in writing of the Company divulge , disclose or make public either directly or indirectly to any person, firm or Body Corporate, or make any use of whatsoever for your own or any other purposes of:


A. Any knowledge, information or document which you may acquire or which may come into your possession or custody during the course of or as incidental to your employment with the Company concerning the business , affairs, finances or property of the Company or of any Company which is a subsidiary, Associate or Affiliate of the Company or any activity, business dealing or transaction in which the Company or such subsidiary , associate or affiliate may be or become concerned or interested whether directly or indirectly.

B. Any secret technical information, processes, or details of any process (whether patented or otherwise), methods of manufacture or research or other trade secrets or financial/ administrative / any other Company matters or documents which may come into your possession or custody or which you may acquire during or in the course of your employment with the Company.

7. Termination of employment :

Either party can terminate the contract of employment by giving the other, one (01) month notice during probation period and one calender month's upon



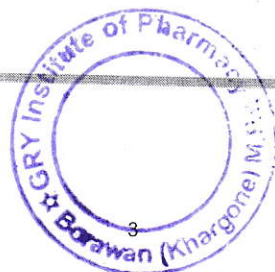

Principal,
GRY Institute of Pharmacy
BORAWAN (Khargone) 451228


confirmation notice in writing. However, in the event of your resignation, the company at its sole discretion will have an option to accept the same and direct you to either serve the entire notice period or relieve you earlier without any pay in lieu of notice period. You shall not have choice to pay off, in part or full, the notice period. Resignation by you shall be in writing only duly signed by you. Any resignation by email/ electronic form sms on mobile shall not be valid. Any deviation of this clause shall be deemed to be breach / abandonment of employment.

Prior to your relieving from the services, you shall promptly handover a Note of all pending matters and the action to be taken to the person authorized by the Company. You shall also obtain a "Relieving Consent" in writing, jointly from your Division Head and Chief of HR Department of the Company after formal handover including sharing of intellectual property that you may have acquired and important issues pertaining to the operation under your control in the course of your employment with us. Your continued cooperation during the notice period on the above issues will be a material term of this contract. Your leaving /abandoning of the employment without due release shall constitute "Breach of employment contract" and you shall be liable to pay damage for such losses that company may incur, which you agree to pay. In such cases, company at own discretion, may also withhold/ forfeit your terminal dues. You will not be entitled for leave of any kind during the notice period, Further,

- a. The Company shall be entitled to terminate your employment forthwith without giving any notice whatsoever or payment in lieu thereof in the event of your acting in a manner prejudicial to the interest of the Company.
- b. For the purpose of sub clause (a) hereof the Company's decision as to whether you are acting in a manner prejudicial to the interest of the company shall be final.
- c. Without prejudice to the Company's other rights and remedies, the company shall be entitled to deduct from your emoluments, if any herein, the amount of any claims which the Company may have against you either under the term of your employment or otherwise howsoever including salary in lieu of unserved notice period, if any.
- d. You shall immediately surrender the nominated / authorized representative of the management, all original or copies of business document and all item belonging to the Company, on termination of the contract of employment. Employees shall also surrender such document and item at any time, even during the term of employment with the Company if required to do so by the management.
- e. All disputes and / or differences that may arise out of or in connection with the letter of appointment shall be subject to the exclusive jurisdiction of the appropriate court in the city of INDORE.
- f. Depending upon the nature of responsibilities handled by, you will be required to sign an "Exit Agreement" with the Company which will detail certain obligation to be performed by your post ceasing to be in the service of the Company. Non adherence to this condition your relieving formalities. The draft of the "Exit Agreement" is attached.

8. Duties and Obligations :




Principal,
GRY. Institute of Pharmacy
BORAWAN (Khargone), 451228.

The company will expect you to conduct yourself with decorum work with a high standard of initiative, efficiency, honesty and economy. You will perform, observe and confirm to such duties, direction and instruction assigned or communicated to you by the company and those in authority over you.

- a. You will devote your entire time to the work of the company and will not undertake any direct/ indirect business or work honorary or remunerations except with the written permission of the Management in each case. Contravention of this will lead to the termination of your service with any notice or any compensation in lieu of such notice.
- b. You will work under the supervision of such officers as may be decided by the company from time to time. You shall diligently and faithfully carry out instructions given to you by your superiors in connection with the work assigned to you to the best of your knowledge, skill and ability and you shall further the business and interest of the Company
- c. You will not enter into any commitment or dealings on behalf of the company for which you have no express authority nor alter or be a party to any alteration of any principal or policy of the company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.
- d. You will intimate in writing to the Company any change of address within a week from the change of the same, failing which any communication sent on your last recorded address shall be deemed to have been served on you.

In addition to the terms and conditions of employment here in above mentioned, you shall also observe and comply with and shall be bound by any rules and regulations which the Company may from time to time separately frame for observance and compliance by its officers and which are communicated by the Company to you in writing.

In case the terms and conditions expressly enumerated above are acceptable to you, please sign the duplicate copy of this letter in token of your having understood and accepted the aforesaid terms and conditions of employment.

For purpose of convenience, appointment letter is being issued to you from the administrative office of our Head office located at Noida

We welcome you to our organization and look forward to a long mutually beneficial association.


With best wishes,
Your truly

For. UNISURE BIOTECH PVT. LTD.

Mr. Sourabh Gupta
Senior Manager- HR

I have read and understood the above offer including the terms and conditions of employment. All the condition are acceptable to me and I hereby undertake to abide all the condition, rules and regulations of the Company in force from time to time.




Principal,
GRY. Institute of Pharmacy
BORAWAN (Kharagone) 451228

Signature:

Date:

ALLOWANCE FOR TERRITORY MANAGER

References : UBPL/HO/ EC108/17/06/2022

Date : 17/06/2022

Dear, Rohit Solanki

This to inform you that, the allowance of the organization for that enclosed below .

Territory Manager

H Q Allowance -	170 Rs
Ex stations Allowance -	200 Rs
Out station Allowance -	600 Rs

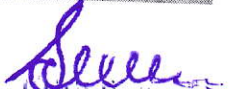
Traveling Allowance

1 Km to 100 Km	2.00 Rs
101 Km to 150 Km	1.70 Rs
151 Km to 200 Km	1.40 Rs
Above 200 Km	III AC

For : UNISURE BIOTECH PVT. LTD.
Mr. SOURABH GUPTA
Senior H R Manager

Mr. ROHIT SOLANKI




GRY. Institute of Pharmacy
BORAWAN (Khargone) 451228