

Sun Pharmaceutical Industries Ltd.

Plot No.-2-2A, Industrial Area - 3,
Dewas - 455 001 (M.P.), India
Phone: (91-7272) 306000
www.sunpharma.com
CIN: L24230GJ1993PLC019050



HR: 16/07/2018
16/07/2018

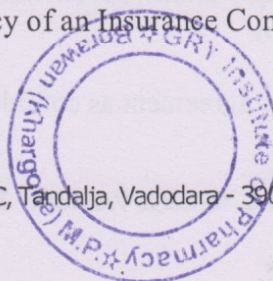
Jaydutt Choudhary

Dear Jaydutt,

APPOINTMENT AS "APPRENTICE "

With reference to the interview you had with us, we are pleased to offer you appointment as Apprentice on the following terms and conditions:

1. The offer is subject to your:
 - a) being found medically fit by our Company's Doctor.
 - b) passing the final year B. Pharma examination in the first attempt.
2. Period of apprenticeship training will be for one year from the date you report for training at our **Dewas** plant. During your training, you will be registered with the Director of Training & Regional Central Apprenticeship Adviser under the Government of India Apprentices Act, 1961.
3. That you will be governed by the Rules, Regulations and bylaws as may be prescribed under the Act & Rules from time to time and will submit yourself to the orders of your Supervisors and Officers /Authorities under whom you may from time to time be placed.
4. The training commences on **or before 16/07/2018 or earlier**. After accepting our offer, if you do not report for training on the appointed date, this letter of appointment will stand withdrawn.
5. During the course of your training, the Company will pay you Stipend of **Rs.9000** (Rupees Nine thousand only) Per month. You may also note that the training period will not be reckoned as ' Service ' for the purpose of any benefits such as Provident Fund, Gratuity etc.
6. That you will employ yourself efficiently and diligently to the best of your ability and will devote your whole time to the training in the Company and will not engage yourself directly or indirectly in any other service, trade, business, vocation or occupation (including agency of an Insurance Company) or in an advisory capacity.



du
Principal,
Gujarat Institute of Pharmacy,
Gandhinagar (Kharagpur) 451228

Cont.....2/-

Sun Pharmaceutical Industries Ltd.

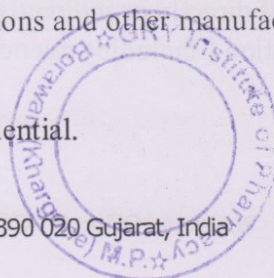
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-- 2 --

7. That you will liable to be transferred without any extra remuneration/compensation to any of the shift/section/department/office/branch/establishment or ancillary units etc. of the **Dewas** Plant which are existing at present or which may come into existence in future or to any other position at any location within or connected with **Dewas** or within any **office**, etc. or this unit.
8. You will be entitled to avail leave as per the leave rules prescribed in the Apprenticeship Scheme which are:
Medical leave : 15 days
Casual leave : 12 days
Please note that staying away from duty without sanctioned leave shall be construed as unauthorised absence and would be strictly dealt with. In such an event, the Company shall be at liberty to remove the name of the apprentice from the rolls of the Company forthwith, without giving notice.
9. Your appointment is subject to your being certified by our Medical Officer that you are medically fit for work and are not suffering from any contagious/infectious disease. That you also agree to get yourself reinnoculated and/or revaccinated at Company's cost as and when required by the Company. Further, at any time during your Apprenticeship Training the Company reserves its right to ask you to appear before any Doctor of Company's choice for medical examination at Company's cost and you will be bound by such orders and the certification of the Doctor.
10. The Company shall have the right to terminate this agreement forthwith without any notice in the event of any of the following:
 - i) Breach of any of the conditions of this agreement,
 - ii) Any misconduct on your part,
 - iii) Failure to carry out any of your duties and obligations.
11. Either party can terminate the contract of training hereunder by giving one month's notice in writing to the other, or an amount equivalent to stipend in lieu thereof. In event of your giving a notice of termination shorter than the above period, the company shall recover from you such amount from your dues towards the shortfall in notice period.
12. You are required to deal, as 'Strictly Confidential' the affairs of the Company and its customers, of which you may be cognizant. The confidentiality has to be maintained particularly about drawings, quotations, specifications and other manufacturing information, which you may have access to.
13. You will treat the terms of this agreement as confidential.

Registered Office: SPARC, Tandalja, Vadodara - 390 020 Gujarat, India



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

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-- 3 --

14. You will keep us informed of your local/contact address whenever there is any change.
15. That this appointment is subject to verification of particulars given by you in your application form. In case any particulars given by you is found, at any time in future, to be false or incorrect or if it is found, at any time that you have concealed any information, your services will be terminated summarily without any notice.
16. That you have to make your own arrangement for transportation to attend duties.

At the time of joining, please contact our Human Resources Department at 8.30 a.m. Kindly also bring the following information/documents in 'original at the time of joining

- a) S.S.C. & H.S.C. or equivalent examination mark-sheets,
- b) Mark sheets or Degree in Engineering/ Pharmacy of all the semesters/years.
- c) Proof of age - either S.S.C. Certificate or School Leaving Certificate (Please note that no document other than the above will be acceptable for verification of Date of Birth) alongwith a xerox copy.
- d) Certificate from your Institute/College stating that you have completed all your academic requirements. Including Viva-voice etc.
- e) Relieving Certificate from your last employer, if you were employed prior to joining us.
- f) Three copies of your recent photograph in passport size.
- g) Two attested copies of marksheet of the final year degree examination.

In case you are unable to produce any certificate/mark sheet pertaining to your final year Engineering/Pharmacy degree course, you will have to give an undertaking to produce the same within three months of your joining date. In case you are unable to produce the document/(s) within the stipulated time, your training is liable to be terminated.

Please sign and return to us the duplicate copy of this letter in token of your acceptance of the terms and conditions.

With best wishes for successful training.

Yours faithfully,

For SUN PHARMACEUTICAL INDUSTRIES LIMITED

RAJESH UPADHYAYA
DEPUTY GENERAL MANAGER-HR

I have seen, understood and accept the rules and regulations of this appointment letter

(Jaydutt Choudhary)

Jaydutt
Principal,

Registered Office: SPARC, Tandajia, Vadodara - 390 020 Gujarat, India

GRY. Institute of Pharmacy,
BORAWAN (Khargone) 451228





REF. NO.:-1031 MKTG/HR/US/MSPR/FY18-19

MR. KAMLESH SHARMA

ADD:-SUBHASH WARD-6 KHIRKIYA,
Dist – Harda (M.P.)

MOBILE NO:- 7440737330

EMAIL ID :- Kamleshsahrma3856@gmail.com

MR. , KALMESH SHARMA



LUCARE PHARMA
PVT. LTD.

DATE OF OFFER:-06/10/2018

DATE OF JOINING:-06/10/2018

offer Letter

With reference to our subsequent communication and interview with us and with reference to consent with our management team. We are issuing no REF. NO.:-1031 MKTG/HR/US/MSPR/FY18-19

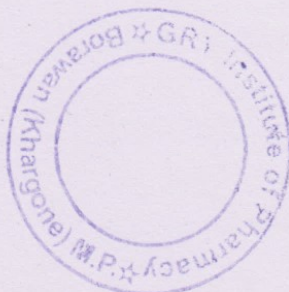
We are pleased to give an opportunity as trainee to be trained you for the post of **MEDICAL SALES REPRESENTATIVE** in our organization as per the terms and conditions as under:-


1 Your salary will be **8597.00 (In Hand / Take home)** and other allowances shall be as per enclosed compensation statement in annexure. **YOUR PROBATION PERIOD IS 9 MONTH**

2. You will be as trainee for a period of 09 months or longer from the date of your joining. During the training period, the arrangement is liable to be terminated without notice or any compensation as well as without assigning the reason whatsoever.

3. During the training period as MSPR trainee you will be paid remuneration as allowances as per as company's rule rules.

4. You are required to participate in classroom training that will be arranged for MSPR Trainees.




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

To,

Mr. Manvendra Badore

OFFER LETTER

Dear Manvendra,

Subsequent to written test & personal interviews, you have been selected for below position:

Position: Graduate Apprentice

Tenure of apprenticeship: 1 Year

Stipend: INR. 78,000/Year

Department: Quality Control

Free Bus facility will be provided. Before joining you have to also undergo Pre-Employment Medical Checkup.

Requesting you to please register yourself on <http://mhrdnats.gov.in/>

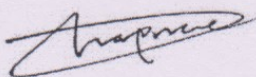
You need to report on **25-Jun-2018 (Monday)**.

Plant Address:

Glenmark Pharmaceuticals Ltd,
Plot No-02, Phase-02, Sector-03
Pharma Zone, SEZ, Indore, Pithampur
District-Dhar, MP. Phone-07292-667900

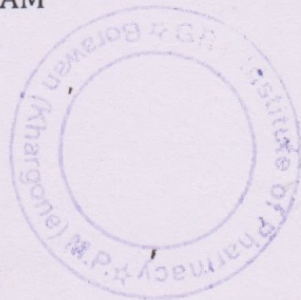
Reporting Time: 9:00 AM

Regards



Abu Torsam Rajawat

Human Resources




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

Glenmark Pharmaceuticals Ltd., Plot No 2, Phase II, Pharma Zone, SEZ, Dist. Dhar.,
Pithampur-454775

(B) +91-7292667900 Ext. 5150 | (M) +91-9907523262 | www.glenmarkpharma.com

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HR: 16/07/2018
16/07/2018

Mayank Yadav

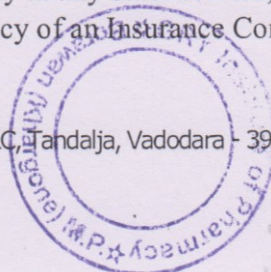
Dear Mayank,

APPOINTMENT AS "APPRENTICE "

With reference to the interview you had with us, we are pleased to offer you appointment as Apprentice on the following terms and conditions:

1. The offer is subject to your:
 - a) being found medically fit by our Company's Doctor.
 - b) passing the final year B. Pharma examination in the first attempt.
2. Period of apprenticeship training will be for one year from the date you report for training at our *Dewas* plant. During your training, you will be registered with the Director of Training & Regional Central Apprenticeship Adviser under the Government of India Apprentices Act, 1961.
3. That you will be governed by the Rules, Regulations and bylaws as may be prescribed under the Act & Rules from time to time and will submit yourself to the orders of your Supervisors and Officers / Authorities under whom you may from time to time be placed.
4. The training commences on *or before 16/07/2018 or earlier*. After accepting our offer, if you do not report for training on the appointed date, this letter of appointment will stand withdrawn.
5. During the course of your training, the Company will pay you Stipend of *Rs. 9000* (Rupees Nine thousand only) Per month. You may also note that the training period will not be reckoned as ' Service ' for the purpose of any benefits such as Provident Fund, Gratuity etc.
6. That you will employ yourself efficiently and diligently to the best of your ability and will devote your whole time to the training in the Company and will not engage yourself directly or indirectly in any other service, trade, business, vocation or occupation (including agency of an Insurance Company) or in an advisory capacity.

Registered Office: SPARC, Tandajja, Vadodara - 390 020 Gujarat, India



Cont.....2/-
Principal,
GRY. Institute of Pharmacy,
BORAWAN (Khargone) 451228

Sun Pharmaceutical Industries Ltd.

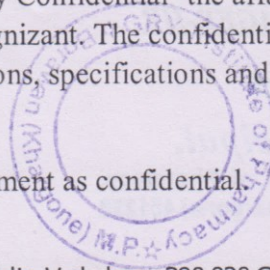
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-- 2 --

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9. Your appointment is subject to your being certified by our Medical Officer that you are medically fit for work and are not suffering from any contagious/infectious disease. That you also agree to get yourself reinnoculated and/or revaccinated at Company's cost as and when required by the Company. Further, at any time during your Apprenticeship Training the Company reserves its right to ask you to appear before any Doctor of Company's choice for medical examination at Company's cost and you will be bound by such orders and the certification of the Doctor.
10. The Company shall have the right to terminate this agreement forthwith without any notice in the event of any of the following:
 - i) Breach of any of the conditions of this agreement,
 - ii) Any misconduct on your part,
 - iii) Failure to carry out any of your duties and obligations.
11. Either party can terminate the contract of training hereunder by giving one month's notice in writing to the other, or an amount equivalent to stipend in lieu thereof. In event of your giving a notice of termination shorter than the above period, the company shall recover from you such amount from your dues towards the shortfall in notice period.
12. You are required to deal, as 'Strictly Confidential' the affairs of the Company and its customers, of which you may be cognizant. The confidentiality has to be maintained particularly about drawings, quotations, specifications and other manufacturing information, which you may have access to.
13. You will treat the terms of this agreement as confidential.

Registered Office: SPARC, Tandalja, Vadodara - 390 020 Gujarat, India



Principal
Principal,
GRY. Institute of Pharmacy,
BURNAN (Khargone) 451228
Cont.....3/-

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-- 3 --

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16. That you have to make your own arrangement for transportation to attend duties.

At the time of joining, please contact our Human Resources Department at 8.30 a.m. Kindly also bring the following information/documents in 'original at the time of joining

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- b) Mark sheets or Degree in Engineering/ Pharmacy of all the semesters/years.
- c) Proof of age - either S.S.C. Certificate or School Leaving Certificate (Please note that no document other than the above will be acceptable for verification of Date of Birth) alongwith a xerox copy.
- d) Certificate from your Institute/College stating that you have completed all your academic requirements. Including Viva-voice etc.
- e) Relieving Certificate from your last employer, if you were employed prior to joining us.
- f) Three copies of your recent photograph in passport size.
- g) Two attested copies of marksheet of the final year degree examination.

In case you are unable to produce any certificate/mark sheet pertaining to your final year Engineering/Pharmacy degree course, you will have to give an undertaking to produce the same within three months of your joining date. In case you are unable to produce the document/(s) within the stipulated time, your training is liable to be terminated.

Please sign and return to us the duplicate copy of this letter in token of your acceptance of the terms and conditions.

With best wishes for successful training.

Yours faithfully,

For SUN PHARMACEUTICAL INDUSTRIES LIMITED

RAJESH UPADHYAYA
DEPUTY GENERAL MANAGER-HR

I have seen, understood and accept the rules and regulations of this appointment letter

(Mayank Yadav)



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

Registered Office: SPARC, Tandalja, Vadodara - 390 020 Gujarat, India

Date:- 14-05-2018

To, **NIRMAL CHAUDHARY**

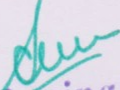
Sub: Appointment letter,

With further reference to the discussion that you had with us during your interview, we are herewith pleased to offer you the position of **Tehsil Coordinator (Sales) Dist-Mandsur**

However, specifically informed to you during the said interview that you had with us, you have been specifically selected by us for executing the contractual work awarded to us under Pneumonia & Diarrhea Project by the concerned Authorities. Accordingly you are hereby selected by us for being function as **District coordintor** on the following terms and conditions:

1. During the period of training you will be paid a monthly stipend as decided by the firm,,as per the slab and sheet will be shared to you separately.
2. During your training period you will not be entitled to any leave, allowance or perks applicable to other category of employees of the Organization as per rules.
3. It may be noted very clearly that there is no assurance that after completion of your training you will be absorbed in the services of the Organization. However, at the end of the training, if your




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

43, Meena Bhawan, Bal Vihar, Bhopal-462001, Madhya Pradesh, India

Email: asrabpl@gmail.com, Ph: 0755-4242397, +91 9755044771

॥ जय श्री कृष्ण ॥

॥ श्री गणेशाय नमः ॥

॥ जय माता ॥

SYNDICATE PHARMA

Manufacturing of all kinds of : Oral Liquid, Powder & External Preparation
To,

Factory - 188 Sector 'F' Sanwer Road INDORE (M.P.)
) +91 731 4047518, Fax +91 731 4266507
email : syndicate pharma@rediffmail.com
GSTIN : 23AHXPK2673B1ZB Mfg Lic. No. 28/9/2000 25/11

Dated-22/01/2018

Papita Thakur
Village, post-aashapur
The- Maheshwar
Khargone(M.P.)

Subject- Appointment letter regarding

Dear Papita,

With reference to discursion we had with you, on behalf of Syndicate Pharma are pleased to offer you the position of "Asst. Q.A. Chemist." for Liquid Oral, Powder Oral & Ointment section.

Your CTC will be as you had talk with HR department

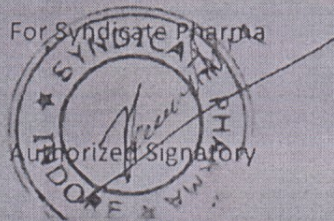
The allowances, benefits & other terms & condition of your employment will be as per company policies as applicable from time to time. Your compensation will be reviewed in the future as per company policy.

The company looks for a long term association with its all employee & expects the same from you.

You have to join the Company from 24/01/2018 otherwise your appointment will be cancel.

Again congratulation & welcome to the Syndicate Pharma family.

For Syndicate Pharma



Authorized Signatory

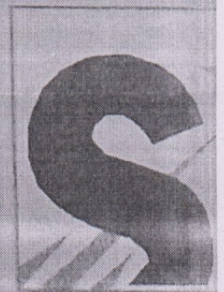
Papita
Employment offer Accepted

Papita Thakur
Employee Name

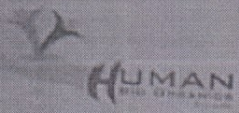


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Principal,
GRY. Institute of Pharmacy,
BORAWAN (Khargone) 451223

A House of D



WHO GMP CERTIFIED COMPANY
AN ISO 9001:2008 CERTIFIED COMPANY



Human Bio-Organics Pvt. Ltd.
 42 B, Post No 48, Neco Chambers Sector-11, CBD Belapur, Navi Mumbai-14 Voice +91 9920876443
Human Bio-Organics LLC
 11700, Pleasant Ridge Rd. #1503 Little Rock, AR 72223, (USA) Voice +131 7446844

Date: 11-06-2018
 To,
 Mr. Pradeep Malviya
 S/o Mr Jagdish Malviya
 Gram Badiya, Tehsil- Khargon, Kotha Khurd,
 Khagone- MP
 -
 Mob-09981677410

Dear Mr. Malviya,

With reference to your application and subsequent discussion we had with you, we are pleased to offer you the position of "BUSINESS MANAGER" for our Critical Care division based at Indore Head Quarters. As discussed.

The compensation package would be as per the terms agreed during our discussions. You are advised to send the following Certificates / Documents/Testimonials immediately.

1. Education Qualification Certificates-Xth STD, XII STD. Graduation and above.
2. Experience Certificate if any, issued by previous employer.
3. Copy of resignation letter addressed to the previous employer.
4. Relieving letter from your previous employer.
5. Salary slip- last salary drawn from previous employer.
6. 3 nos.Passport and 1 no stamp size photographs.
7. Xerox copy of passport/ PAN number/ Driving License.
8. Fitness Certificate from the General Physician after trough physical examination.

Originals of all Certificates / Documents (Sl.No 1to 3) are to be produced to undersigned.

A detailed appointment order will be issued to you on compliance of the above formalities and upon finding your Reference Checks and Medical Test Report satisfactory.

Please let us have your date of joining to enable us to process the papers. Your date of joining would not be later than 15/06/2018.

We request you to sign and return a copy of this letter as a token of acceptance.

We look forward to long and a mutually rewarding association.

With Best Wishes,
 For Human Bio-Organics Pvt. Ltd.

(Signature)
Meetu Agrawal

General Manager (Sales & Marketing)



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

(Signature)
 16-6-18

Ref No: 12614608

21-Nov-2018

Priyal Patidar

Dear Priyal,

In continuation to our discussions, we are pleased to offer you the role of **Process Executive - Data** in Cognizant Technology Solutions India Private Limited.

You are entitled to an Annual Gross Compensation (AGC) of **Rs.189,996**. The other details about your compensation is presented in **Annexure A**. We would like to inform you that Cognizant has considered 0 months of your experience as relevant, which would be updated in our records. Your place of posting will be **Mumbai**.

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

We request you to join us on or before **21-Nov-2018**.

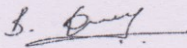
Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer **Annexure B** for more details.

Please note:

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

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

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.



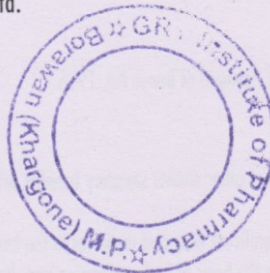
Suresh Bethavandu

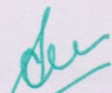
Global Head-Talent Acquisition

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

Signature :

Date:




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

Annexure A

Name: Priyal Patidar **Designation:** Process Executive - Data

Sl. No.	Description	Monthly	Yearly
1	Basic	8725	104,700
2	Company's contribution of PF #	1047	12,564
3	Advance Statutory Bonus***	2000	24,000
4	Special Allowance*	3481	41,772
5	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	580	6,960
	Annual Gross Compensation		189,996
	Annual Total Compensation		189,996
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Annual Total Remuneration		205,996

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

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 1923
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act, 1972
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit Act, 1961

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA

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

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

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

Note:

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

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



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

To,

Mr. Raghvendra Badore

OFFER LETTER

Dear Raghvendra,

Subsequent to written test & personal interviews, you have been selected for below position:

Position: Graduate Apprentice

Tenure of apprenticeship: 1 Year

Stipend: INR. 78,000/Year

Department: Quality Control

Free Bus facility will be provided. Before joining you have to also undergo Pre-Employment Medical Checkup.

Requesting you to please register yourself on <http://mhrdnats.gov.in/>

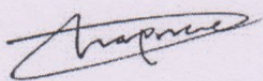
You need to report on **25-Jun-2018 (Monday)**.

Plant Address:

Glenmark Pharmaceuticals Ltd,
Plot No-02, Phase-02, Sector-03
Pharma Zone, SEZ, Indore, Pithampur
District-Dhar, MP. Phone-07292-667900

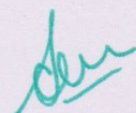
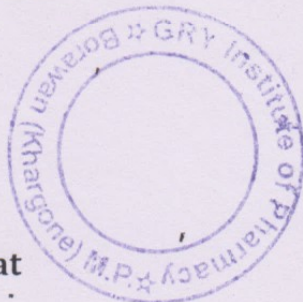
Reporting Time: 9:00 AM

Regards



Abu Torsam Rajawat

Human Resources



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

Glenmark Pharmaceuticals Ltd., Plot No 2, Phase II, Pharma Zone, SEZ, Dist. Dhar.,
Pithampur-454775

(B) +91-7292667900 Ext. 5150 | (M) +91-9907523262 | www.glenmarkpharma.com

Sun Pharmaceutical Industries Ltd.
Sun House, Plot No. 201 B/1,
Western Express Highway, Goregaon (E),
Mumbai - 400 063, Maharashtra, INDIA.
Tel. : (91-22) 4324 4324
Fax : (91-22) 4324 4343
Website : www.sunpharma.com
CIN : L24230GJ1993PLC019050



SPIL/COR/HRD/E74634/18
December 17, 2018

Mr Ramkrishna Birla
Village - Umariya
Post - Umariya
District - Khargone
Madhya Pradesh

Dear Mr Birla,

We are pleased to appoint you as **Trainee Officer - Production** in the **G12C** grade in **Sun Pharmaceutical Industries Ltd.** (hereinafter referred to as "the Company") based at **Dadra** with effect from **December 17, 2018** on the terms and conditions specified below:-

1. SALARY AND ALLOWANCES :

You shall be entitled to salary and allowances as mentioned in Annexure-I.

2. PLACE OF POSTING AND TRANSFER :

Your place of posting, at present, will be at **Dadra**. You are liable to be posted / transferred to another department / Post / location of the Company in India or abroad, as may be required for the business of the Company. Your employment can be transferred to any other joint venture companies, individual group companies, subsidiaries or affiliates of the Company currently existing or which may get incorporated in the future in India or abroad. Upon such transfer / posting, the terms and conditions of service applicable to such post or at the place of transfer shall be applicable to you.

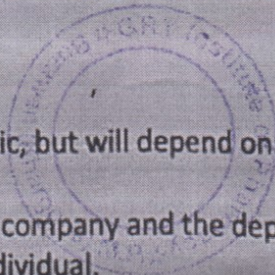
3. TRAINING/PROBATION PERIOD :

Your employment is subject to a training period of one year from the date of your joining. After training duration, you shall be on probation period of six months, subject to satisfactory performance, you shall be confirmed through a written communication. However, on unsatisfactory performance of your training/probation period may be extended or employment dispensed at the discretion of management. In absence of a confirmation letter, your appointment will continue as a trainee/probationary employee.

4. INCREMENT :

Increment will not be automatic, but will depend on:

- the financial results of the company and the department; and
- the performance of the individual.



du
Principal,
GRY. Institute of Pharmacy,
BORAWAN (Khargone) 451220

To,

Mr. Ramkrishna Birla

OFFER LETTER

Dear Ramkrishna,

Subsequent to written test & personal interviews, you have been selected for below position:

Position: Graduate Apprentice

Tenure of apprenticeship: 1 Year

Stipend: INR. 78,000/Year

Department: Quality Control

Free Bus facility will be provided. Before joining you have to also undergo Pre-Employment Medical Checkup.

Requesting you to please register yourself on <http://mhrdnats.gov.in/>

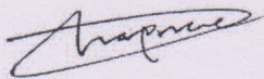
You need to report on **25-Jun-2018 (Monday)**.

Plant Address:

Glenmark Pharmaceuticals Ltd,
Plot No-02, Phase-02, Sector-03
Pharma Zone, SEZ, Indore, Pithampur
District-Dhar, MP. Phone-07292-667900

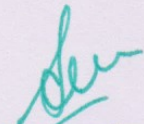
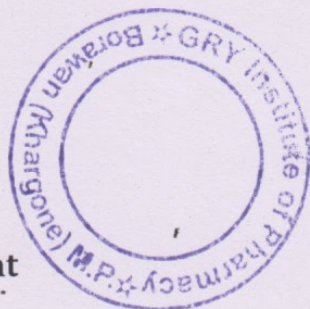
Reporting Time: 9:00 AM

Regards



Abu Torsam Rajawat

Human Resources



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

Glenmark Pharmaceuticals Ltd., Plot No 2, Phase II, Pharma Zone, SEZ, Dist. Dhar.,
Pithampur-454775

(B) +91-7292667900 Ext. 5150 | (M) +91-9907523262 | www.glenmarkpharma.com

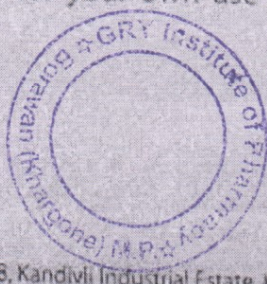
14th August, 2018


Ms. Ranu Mansare
N 14/2, Ward No. 48
Shastri Nagar
Khandwa (M.P.)

Dear **Ms. Mansare,**

Further to your application dated **19th July, 2018**, and the subsequent interview you had with us, we are pleased to inform you that you are hereby engaged as **Trainee - Quality Assurance (API)** in our Organisation based at **Ratlam** with effect from **14th August, 2018** on the following terms and conditions:

1. Your engagement will be for a fixed term of **Six Months** from the date of commencement of the same. On expiry of the above tenure, your services will automatically come to an end without any further notice or communication.
2. During this period, you will be paid compensation as per enclosed Statement.
3. The completion of the above period will not give you a right to employment.
4. Notwithstanding what is stated hereinabove, if during the period of your engagement, your services are not found satisfactory, the same may be terminated with 24 hour's notice and without any reason or any extra compensation. Similarly, you will be at liberty to resign from services by giving 24 hour's notice.
5. The use of tobacco products like gutkha, bidi, cigarettes, nuts is against the c GMP norms. As such, if you are found in possession of any tobacco related products or any other notified items inside the office / factory premises, you will be liable to strict disciplinary action by the Management.
6. During the course of employment with the company, you shall be part of our safety drive to ensure Safety of plant, property, your colleagues and yourself. In the process, you will be part of our in house Training Seminars on Safety and may be involved in Designing, implementation, execution of Safety Procedures, Guidelines and SOPs. You will also be required to use necessary Personal Protection Equipments, while you are working, as per the Standard Norms, being followed by your other colleagues. Apart from this, you shall also comply with all the safety instruction manuals and SOPs applicable to your work, as being communicated to you from time to time. In the event of any violation of Safety Norms, Guidelines, SOPs, you will be liable for disciplinary action as per provisions of law.
7. All documents, plans, drawings, prints, trade secrets, technical information, reports, statements, correspondence etc. written or unwritten and also information and instructions that pass through you or come to your knowledge shall be treated as confidential. You shall not utilize them for your own use or disclose to other persons during or after your above period.




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

....2.

Ipca Laboratories Ltd.

www.ipca.com

Regd. Office: 48, Kandivli Industrial Estate, Kandivli (West), Mumbai 400 067, India | T: +91 7412 278000 F: +91 7412 279063

E: ipca@ipca.com CIN: L24239MH1949PLC007637

Appointment Letter of
Ms. Ranu Mansare; Contd.

- 2 -

3. During the above period you can be rotated in any of the Company's departments, Branch Offices, sister concerns or other factory locations without any notice and without any additional compensation or provision for accommodation, anywhere in India.
2. In the event you are absent from duty for a long period without information or permission of leave or you overstay your sanctioned leave, the management will treat you as having voluntarily abandoned the fixed term period of the Company and you will cease to be a Fixed Term Employee of the Company from the date as being communicated to you.

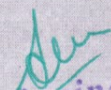
Please sign the duplicate copy of this letter as a token of your acceptance.

Yours faithfully,
For Ipca Laboratories Limited,



Niraj Saxena
General Manager - Human Resources





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

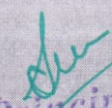
Accepted: _____
(Signature)

Salary break up of Ms. Ranu Mansare
As per Appointment letter 14th August, 2018
Position : Trainee - Quality Assurance (API)

1	Monthly	Monthly	Annual
	Basic	7,000	84,000
	House Rent Allowance	810	9,720
	Education Allowance	300	3,600
	Conveyance Allowance	1,600	19,200
	TOTAL (1)	9,710	116,520
2	Annual Benefits		
	Bonus	1,465	17,580
	Provident Fund	840	10,080
	TOTAL (2)	2,305	27,660
	TOTAL (1 + 2)	12,015	144,180


 (Niraj Saxena)




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

(Ranu Mansare)

Ref No: 0716-03/2018
Date: 16.07.18

Synchem
Pharmaceuticals Pvt. Ltd.
38, S. P. Compound, Dewas Naka, A. N. Road,
INDORE 452 001 (M.P.) INDIA

To,

Mr. Ravindra Solanki
SO Shri Mohan Solanki,
Post:- Badi, Teh:- Kasrawad,
Dist:- Khargone, M.P.

Dear Mr. Ravindra Solanki,

Sub.: Offer Letter for Class Room Training

This is with reference to your application and subsequent interview you had with us, we are pleased to inform you that you are selected for initial 14 days class room training as per following schedule

Date : 17th July' 2018 to 31st July' 2018
Day : Tuesday to Tuesday
Time : 9.00 AM to 6.30 PM
Venue : **Synchem Pharmaceuticals Pvt. Ltd.,**
38, SR Compound, Dewas Naka,
INDORE 452 001 M.P.

Phone : 0731- 4023468

Kindly reach Indore on 16.07.18 (Monday) before 10 PM. Your stay arrangements are made at
Hotel Kanchan Palace,
Scheme No. 94, Opp. Bombay Hospital
INDORE - 452 001 M.P.,

Phone: 0731- 4285432,

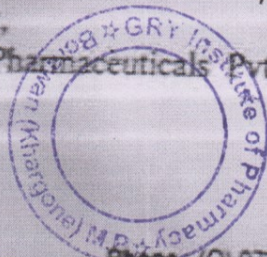
On the completion of class room training, Only Successful Candidates will be put in Field Training as Trainee Medical Representative/ Trainee Sales Executive.

We offer to	Medical Representative	Sales Executive
Salary (Probation)	14750/- +(MCA250/-)	16000/- +(MCA250/-)
Salary (Confirmation)	16000/- +(MCA250/-)	17250/- +(MCA250/-)
Working Allowance	HQ-150/-, ExHQ-160/-, OutHQ-310/-	HQ-160/-, ExHQ-170/-, OutHQ-320/-
Confirmation W. A.	HQ-160/-, ExHQ-170/-, OutHQ-320/-	HQ-170/-, ExHQ-180/-, OutHQ-330/-
Traveling Allowance	Actual Fare / Scooter Rs.2.50 per Km	Actual Fare / Scooter Rs.2.50 per Km
Performance Incentives	247000/- Per Annum (SI+RAI+Bonanza)	267000/- Per Annum (SI+RAI+Bonanza)

Should you be prepared to accept this offer, please sign & return the duplicate copy of this letter to signify your acceptance. Thanking you.

Yours faithfully,
For. Synchem Pharmaceuticals Pvt. Ltd.,

Director



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

I accept the same

(Sign. of candidate)

Phone : (O) 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

॥ जय श्री कृष्ण ॥

॥ श्री ज्ञानेश्वर जय ॥

॥ जय माता दी ॥

SYNDICATE PHARMA

Manufacturing of all kinds of Oral Liquid, Powder & External Preparation

Factory: 198, Sector F, Bawer Road, INDORE (M.P.) 452015
T: +91 731 4047518, Fax: +91 731 4266507
Email: syndicate.pharma@gmail.com
GSTIN: 23AAKPK2673B12B, Mfg Lic. No: 28992500, 25/14/2000
Dated-03/9/18

Miss. Sapna Chauhan
Sankal Road
Dhamnod(M.P.)

Subject: Appointment letter regarding

Dear Sapna,

With reference to discussion we had with you on behalf of Syndicate Pharma are pleased to offer you the position of "Asst. Q.C. Chemist." for Liquid Oral, Powder Oral & Ointment section.

Your CTC will be as you had talk with HR Dept. Indore

The allowances, benefits & other terms & condition of your employment will be as per company policies as applicable from time to time. Your compensation will be reviewed in the future as per company policy.

The company looks for a long term association with its all employee & expects the same from you.

You have to join the Company from 05/09/2018 otherwise your appointment will be cancel.

Again congratulation & welcome to the Syndicate Pharma family.



S Chauhan
Employment offer Accepted

Sapna Chauhan
Employee Name



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

A House of Drug



With Pure + true Accor

WHO GMP CERTIFIED COMPANY
AN ISO 9001:2008 CERTIFIED COMPANY

Ref/ Corp. HR/ ADL Div-2/MP/48

November 12, 2018

Mr Shagun Billore
Jirwan PO - Balwada
Khandwa, MP

Dear Sir,

Sub: APPOINTMENT LETTER

This refers to the company's letter dated 12.11.2018 and your successful completion of Training in our organization. The management is pleased to appoint you as a **TERRITORY BUSINESS MANAGER ON PROBATION** in Management cadre in **ADL DIVISION-2** with effect from 12.11.2018.

1. You will be on probation for a period of **Six Months (6 Months)** from the date of your joining as Territory Business Manager and you will be confirmed in the post in writing only after successfully completing the probationary period. You will continue to be on Probation until a letter of confirmation is issued to you in writing by the Management.
2. Your annual compensation in the management cadre will be as indicated in the **Annexure I**. Your daily allowance as application is attached in **Annexure II**. You will be subjected to periodical evaluation by your superior and the results, performance and contribution will be conveyed to you thereby. Your annual increment will depend on your performance during preceding year and will be based on the evaluation / recommendation of your superior, which will solely be at the discretion of the Management.
A brief job description of your role is attached in **Annexure III**.
3. During the probationary period, your HQ will be **Khandwa** and you will report for your duty to your **Area Business Manager**.
4. Your services are liable to be transferred as and when required by the Company to any HQ of the Company or any HQ of a subsidiary of the Company anywhere in India whether already existing or which may be established hereafter. It is expressly agreed and understood that you are being employed in a transferable job. This includes up-gradation of service, promotion, reorganization or re-department of your services and you shall discharge duties in the new cadre / post, etc and on such terms as per the Company rules.



See
Principal,

GRY. Institute of Pharmacy.
BORAWAN (Khargone) 451228

ALBERT DAVID

Regd. Office : Block -D, 3rd Floor, Gillander House, 8, Netaji Subhas Road, Kolkata - 700 001, India
Phone : +91-33-2230-2330, 2262-8436 / 8456 / 8492 **Fax :** + 91-33-2262 8439
Email : adidavid@dataone.in, **Website :** www.albertdavidindia.com, **CIN :** L51109WB1938PLC009490
Factories : Kolkata, Ghaziabad, Mandideep • **Sales Depot :** Bhopal, Chennai, Delhi, Guwahati, Kolkata, Lucknow, Mumbai, Patna, Vijaywada

Sun Pharmaceutical Industries Ltd.

Plot No.-2-2A, Industrial Area - 3,
Dewas - 455 001 (M.P.), India
Phone: (91-7272) 306000
www.sunpharma.com
CIN: L24230GJ1993PLC019050



HR: 16/07/2018
16/07/2018

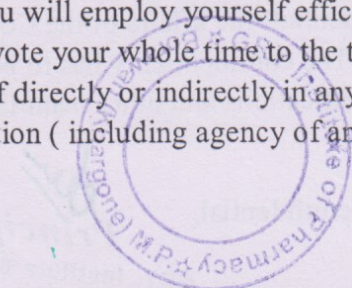
Shailendra Verma

Dear Shailendra,

APPOINTMENT AS "APPRENTICE "

With reference to the interview you had with us, we are pleased to offer you appointment as Apprentice on the following terms and conditions:

1. The offer is subject to your:
 - a) being found medically fit by our Company's Doctor.
 - b) passing the final year B. Pharma examination in the first attempt.
2. Period of apprenticeship training will be for one year from the date you report for training at our *Dewas* plant. During your training, you will be registered with the Director of Training & Regional Central Apprenticeship Adviser under the Government of India Apprentices Act, 1961.
3. That you will be governed by the Rules, Regulations and bylaws as may be prescribed under the Act & Rules from time to time and will submit yourself to the orders of your Supervisors and Officers /Authorities under whom you may from time to time be placed.
4. The training commences on *or before 16/07/2018 or earlier*. After accepting our offer, if you do not report for training on the appointed date, this letter of appointment will stand withdrawn.
5. During the course of your training, the Company will pay you Stipend of *Rs. 9000* (Rupees Nine thousand only) Per month. You may also note that the training period will not be reckoned as ' Service ' for the purpose of any benefits such as Provident Fund, Gratuity etc.
6. That you will employ yourself efficiently and diligently to the best of your ability and will devote your whole time to the training in the Company and will not engage yourself directly or indirectly in any other service, trade, business, vocation or occupation (including agency of an Insurance Company) or in an advisory capacity.



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

Cont.....2/-

Sun Pharmaceutical Industries Ltd.

Plot No.-2-2A, Industrial Area - 3,

Dewas - 455 001 (M.P.), India

Phone: (91-7272) 306000

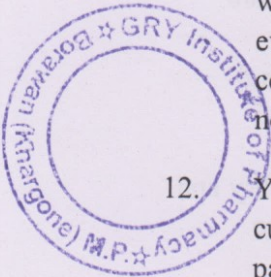
www.sunpharma.com

CIN: L24230GJ1993PLC019050



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7. That you will liable to be transferred without any extra remuneration/compensation to any of the shift/section/department/office/branch/establishment or ancillary units etc. of the **Dewas** Plant which are existing at present or which may come into existence in future or to any other position at any location within or connected with **Dewas** or within any **office**, etc. or this unit.
8. You will be entitled to avail leave as per the leave rules prescribed in the Apprenticeship Scheme which are:
Medical leave : 15 days
Casual leave : 12 days
Please note that staying away from duty without sanctioned leave shall be construed as unauthorised absence and would be strictly dealt with. In such an event, the Company shall be at liberty to remove the name of the apprentice from the rolls of the Company forthwith, without giving notice.
9. Your appointment is subject to your being certified by our Medical Officer that you are medically fit for work and are not suffering from any contagious/infectious disease. That you also agree to get yourself reinnoculated and/or revaccinated at Company's cost as and when required by the Company. Further, at any time during your Apprenticeship Training the Company reserves its right to ask you to appear before any Doctor of Company's choice for medical examination at Company's cost and you will be bound by such orders and the certification of the Doctor.
10. The Company shall have the right to terminate this agreement forthwith without any notice in the event of any of the following:
 - i) Breach of any of the conditions of this agreement,
 - ii) Any misconduct on your part,
 - iii) Failure to carry out any of your duties and obligations.
11. Either party can terminate the contract of training hereunder by giving one month's notice in writing to the other, or an amount equivalent to stipend in lieu thereof. In event of your giving a notice of termination shorter than the above period, the company shall recover from you such amount from your dues towards the shortfall in notice period.
12. You are required to deal, as 'Strictly Confidential' the affairs of the Company and its customers, of which you may be cognizant. The confidentiality has to be maintained particularly about drawings, quotations, specifications and other manufacturing information, which you may have access to.
13. You will treat the terms of this agreement as confidential.



Registered Office: SPARC, Tandalja, Vadodara - 390 020 Gujarat, India

Principal,
GRY. Institute of Pharmacy
Dewas (Khargone) 451228
Cont.....3/-

Sun Pharmaceutical Industries Ltd.

Plot No.-2-2A, Industrial Area - 3,
Dewas - 455 001 (M.P.), India
Phone: (91-7272) 306000
www.sunpharma.com
CIN: L24230GJ1993PLC019050



-- 3 --

14. You will keep us informed of your local/contact address whenever there is any change.
15. That this appointment is subject to verification of particulars given by you in your application form. In case any particulars given by you is found, at any time in future, to be false or incorrect or if it is found, at any time that you have concealed any information, your services will be terminated summarily without any notice.
16. That you have to make your own arrangement for transportation to attend duties.

At the time of joining, please contact our Human Resources Department at 8.30 a.m. Kindly also bring the following information/documents in 'original at the time of joining

- a) S.S.C. & H.S.C. or equivalent examination mark-sheets,
- b) Mark sheets or Degree in Engineering/ Pharmacy of all the semesters/years.
- c) Proof of age - either S.S.C. Certificate or School Leaving Certificate (Please note that no document other than the above will be acceptable for verification of Date of Birth) alongwith a xerox copy.
- d) Certificate from your Institute/College stating that you have completed all your academic requirements. Including Viva-voice etc.
- e) Relieving Certificate from your last employer, if you were employed prior to joining us.
- f) Three copies of your recent photograph in passport size.
- g) Two attested copies of marksheet of the final year degree examination.

In case you are unable to produce any certificate/mark sheet pertaining to your final year Engineering/Pharmacy degree course, you will have to give an undertaking to produce the same within three months of your joining date. In case you are unable to produce the document/(s) within the stipulated time, your training is liable to be terminated.

Please sign and return to us the duplicate copy of this letter in token of your acceptance of the terms and conditions.

With best wishes for successful training.

Yours faithfully,

For SUN PHARMACEUTICAL INDUSTRIES LIMITED

RAJESH UPADHYAYA
DEPUTY GENERAL MANAGER-HR

I have seen, understood and accept the rules and regulations of this appointment letter



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

(Shailendra Verma)

Date:- 14-05-2018

To, VIJENDRA YOGI

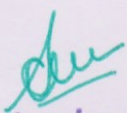
Sub: Appointment letter,

With further reference to the discussion that you had with us during your interview, we are herewith pleased to offer you the position of **Tehsil Coordinator (Sales) Dist-Jhabua**

However, specifically informed to you during the said interview that you had with us, you have been specifically selected by us for executing the contractual work awarded to us under Pneumonia & Diarrhea Project by the concerned Authorities. Accordingly you are hereby selected by us for being function as **District coordintor** on the following terms and conditions:

1. During the period of training you will be paid a monthly stipend as decided by the firm,,as per the slab and sheet will be shared to you separately.
2. During your training period you will not be entitled to any leave, allowance or perks applicable to other category of employees of the Organization as per rules.
3. It may be noted very clearly that there is no assurance that after completion of your training you will be absorbed in the services of the Organization. However, at the end of the training, if your




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

43, Meena Bhawan, Bal Vihar, Bhopal-462001, Madhya Pradesh, India

Email: asrabpl@gmail.com, Ph: 0755-4242397, +91 9755044771

Date:- 14-05-2018

To,
VINAYAK WASKEL


Sub: Appointment letter,

With further reference to the discussion that you had with us during your interview, we are herewith pleased to offer you the position of **Tehsil Coordinator (Sales) Dist-Sendhwa**

However, specifically informed to you during the said interview that you had with us, you have been specifically selected by us for executing the contractual work awarded to us under Pneumonia & Diarrhea Project by the concerned Authorities. Accordingly you are hereby selected by us for being function as **District coordintor** on the following terms and conditions:

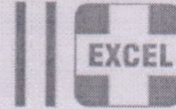
1. During the period of training you will be paid a monthly stipend as decided by the firm,,as per the slab and sheet will be shared to you separately.
2. During your training period you will not be entitled to any leave, allowance or perks applicable to other category of employees of the Organization as per rules.
3. It may be noted very clearly that there is no assurance that after completion of your training you will be absorbed in the services of the Organization. However, at the end of the training, if your




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

43, Meena Bhawan, Bal Vihar, Bhopal-462001, Madhya Pradesh, India

Email: asrabpl@gmail.com, Ph: 0755-4242397, +91 9755044771



30TH JULY 2018

Mr. Asalam Mansuri
C/o Rubab Pathan
8 IG 12 Housing Board Colony
Nagchun Road
KHANDWA – 450 001 (UP)

We sincerely appreciate your interest in joining our fast growing Company and appearing for interview.

We are now pleased to confirm that you have been offered the following position which you have agreed to accept on the terms and conditions as discussed mutually.

Position : **TERRITORY MANAGER (PROBATION)**
Base Work Station : **KHANDWA (BC)**
Effective Date : **1ST AUG 2018**
Monthly Salary (Gross) : **Rs. 14,800/-**

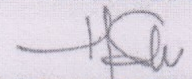
Our detailed appointment letter containing the full terms and conditions as agreed, will be provided to you when you have joined us on the above mentioned date. Please note that this offer is also subject to the condition that you are found medically fit. You will also resign from your present job immediately (if presently working) with a copy to us and will provide us with a copy of your present employer's letter of acceptance of your resignation within two weeks thereof.

Kindly confirm your agreement to join us on the above date, by signing one copy of this letter which is made out in duplicate. Please note that if you fail to join us on the above date, this offer letter automatically stands cancelled.

We welcome you to **BLUE CROSS** and wish you all success and progress.

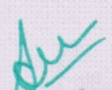
Yours truly,

BLUE CROSS LABORATORIES PVT LTD.


HARSHINDER SHARMA
DY- DIRECTOR HR & ADMIN






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

BLUE CROSS LABORATORIES PVT LTD.

Corporate & Registered Office :

Peninsula Chambers, Peninsula Corporate Park, G.K. Marg, Lower Parel, Mumbai - 400 013
Ph : 6663 8000 Fax : 6663 8121 / 8122 www.bluecrosslabs.com CIN: U24230MH1980PTC022825

Date:- 14-05-2018

To,
DAYARAM MANDOLOI

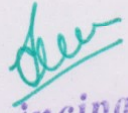
Sub: Appointment letter,

With further reference to the discussion that you had with us during your interview, we are herewith pleased to offer you the position of **Tehsil Coordinator (Sales) Dist-Bhopal**

However, specifically informed to you during the said interview that you had with us, you have been specifically selected by us for executing the contractual work awarded to us under Pneumonia & Diarrhea Project by the concerned Authorities. Accordingly you are hereby selected by us for being function as **District coordintor** on the following terms and conditions:

1. During the period of training you will be paid a monthly stipend as decided by the firm,,as per the slab and sheet will be shared to you separately.
2. During your training period you will not be entitled to any leave, allowance or perks applicable to other category of employees of the Organization as per rules.
3. It may be noted very clearly that there is no assurance that after completion of your training you will be absorbed in the services of the Organization. However, at the end of the training, if your




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

Date:- 14-05-2018

To,
HIMANSHU ACHARYA

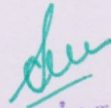
Sub: Appointment letter,

With further reference to the discussion that you had with us during your interview, we are herewith pleased to offer you the position of **Tehsil Coordinator (Sales) Dist-Badhwah**

However, specifically informed to you during the said interview that you had with us, you have been specifically selected by us for executing the contractual work awarded to us under Pneumonia & Diarrhea Project by the concerned Authorities. Accordingly you are hereby selected by us for being function as **District coordintor** on the following terms and conditions:

1. During the period of training you will be paid a monthly stipend as decided by the firm,,as per the slab and sheet will be shared to you separately.
2. During your training period you will not be entitled to any leave, allowance or perks applicable to other category of employees of the Organization as per rules.
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