

18th March, 2019

To
Mr. Dipak Jamre
Motipura, Khargone,
Khargone (Dist),MP.

Sub: Offer of employment

Dear Mr.Dipak Jamre,

With reference to your application and subsequent interview you had with us, we are pleased to offer an employment with us as **Field Executive in Sales** department based at **Indore HQ**. You will be entitled to receive compensation and benefits as mutually agreed.

You are advised to join **Immediately** and report at our corporate office located at the above address.

This offer has been issued based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment. While joining, you are advised to submit the following testimonials for our verification and records:

- Copies of certificates (including mark sheets) along with originals, for proof of your age, educational qualifications and past experience etc. Original Certificates will be verified during your Joining.
- Relieving letter from your present employer and latest 3 months' salary slips with CTC.
- Copy of PAN CARD and AADHAR CARD.
- Passport size photpgraphs-08 nos.
- You are advised to submit the following medical test reports and medical fitness certificate. (1) Blood examination (Haemoglobin, RBC, WBC, Differential count, Peripheral smear) (2) Urine Examination (3) Chest X-ray, ECG (4) Vision test. (This can be ignored the Field Force)

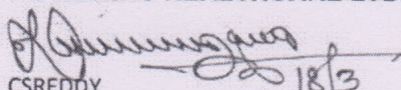
The regular appointment order governing the terms and conditions of your employment will be issued at the time of your joining.


In case you do not join us by the stipulated time, this offer will stands automatically withdrawn / cancelled.

Please sign and return the duplicate copy of this letter in token of your acceptance by e-mail to Dy.Manager-HR. email ID: nsreddy@heterohealthcare.com

We congratulate you and look forward to your joining, and wish you a long and successful career with us.

Yours faithfully
For **HETERO HEALTHCARE LTD.**


CSREDDY
SR. VICE PRESIDENT (HR&ADMIN.)


Principal,
**GRY. Institute of Pharmacy,
BORAWAH (Khargone) 451228**



I am pleased to accept this offer as per the terms and conditions mutually agreed.

Name..... and Signature..... Date:

Hetero Healthcare Limited

Corp. Office: Sy. No. 80-84, Melange Towers, 4th Floor, 'C' Wing, Patrikanagar, Madhapur, Hyderabad - 500 081. Tel. : +91 40 40473535
R&D: Plot No. 15, Phase-IV (Extn), IDA, Jeedimetla, Hyderabad - 500 055. Tel: +91 40 404773838
www.heterohealthcare.com (CIN: U52520TG2006PLC049614)

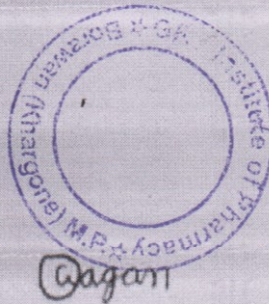
04.07.2019

Mr. Gagan Sharma
H. No. 42,
Saptashringi Colony,
Silicon City,
Indore (M.P.)

Dear Mr. Sharma

Further to your application dated 10.06.2019, and the subsequent interview you had with us, we are pleased to inform you that you are hereby engaged as **Assistant Chemist - Production** in our Organisation based at **Pithampur** with effect from **04.07.2019** 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.



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

....2.

Ipca Laboratories Ltd
www.ipca.com

1, Pharma Zone, SEZ Indore, Pithampur 454 775, India | T: +91 7292 667777 F: +91 7292 667020
Regd. Office: 48, Kandivli Industrial Estate, Kandivli (West), Mumbai 400 067, India | T: +91 22 6647 4444

E: ipca@ipca.com CIN: L24239MH1949PLC007837

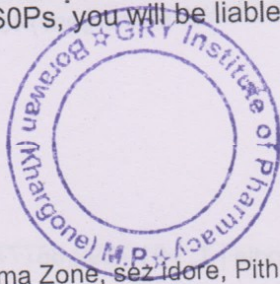
12.06.2019

Mr. Himanshu JainH.No. 42,
Sapsringi Colony,
Silicon City,
Indore (M.P)Dear **Mr. Jain**,

Further to your application dated 10.06.2019, and the subsequent interview you had with us, we are pleased to inform you that you are hereby engaged as **Assistant Chemist – Production** in our organisation based at **Pithampur** with effect from 12.06.2019 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 the 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 within 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 cGMP 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.

...2



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

Ipca Laboratories Ltd.

www.ipca.com

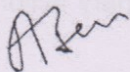
1, Phama Zone, sez Indore, Pithampur, 454 775, India | T: +91 7292 667777 F: +91 7292 667020
Regd. Office: 48 kandivli Industrial Estate, Kandivli (West), Mumbai 400 067, India | T: +91 22 6647 4444
E: ipca@ipca.com CIN: L24239MH1949PLC007837

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.
8. 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.
9. 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 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.

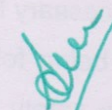
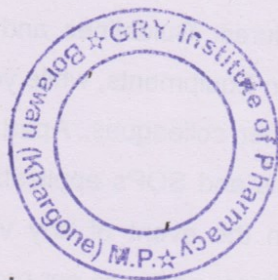
Yours faithfully,

For Ipca Laboratories Limited



Arindom Sen

Sr. General Manager –Operations


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

Ipca Laboratories Ltd.

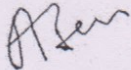
www.ipca.com

1, Phama Zone, sez idore, Pithampur, 454 775, India | T: +91 7292 667777 F: +91 7292 667020
Regd. Office: 48 kandivli Industrial Estate, Kandivli (West), Mumbai 400 067, India | T: +91 22 6647 4444

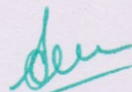
E: ipca@ipca.com CIN: L24239MH1949PLC007837

Salary Break Up Of Mr. Himanshu Jain
 (As per Appointment letter dated 12th June, 2019)
 Position: Assistant Chemist - Production

(1)	Monthly	Monthly	Annual
	Basic	7200	86400
	House Rent Allowance	1000	12000
	Conveyance Allowance	1600	19200
	Education Allowance	300	3600
	Medical Allowance	375	4500
	Advance Against Bonus	600	7200
	Personal Allowance	515	6180
	Total (1)	11590	139080
(2)	Annual Benefits		
	Bonus / Ex-gratia	775	9300
	Provident Fund	864	10368
	Total (2)	1639	19668
	Total (1+2)	13229	158748



(Arindom Sen)

Principal,

GRY. Institute of Pharmacy,
 BORAWAN (Khargone) 451228

Ipca Laboratories Ltd.

www.ipca.com

1, Phama Zone, sez idore, Pithampur, 454 775, India | T: +91 7292 667777 F: +91 7292 667020
 Regd. Office: 48 kandivli Industrial Estate, Kandivli (West), Mumbai 400 067, India | T: +91 22 6647 4444

E: ipca@ipca.com CIN: L24239MH1949PLC007837

Date: 27/12/2019

To,

Mr. Kamlesh Sharma,

Sub: Provisional Offer Letter

With reference to the interview you had with undersigned for the post of **Business Executive** for our **Spektra** division, we are pleased to inform that you have been shortlisted for the position stated above, and initially you will be based at **Burhanpur H.Q.**

Further, you are invited to attend training program from 17th January to 31st January 2020 at Ahmedabad.

Accommodation / Travelling Details			
Hotel Address	Hotel Ginger Drive In Road, Behind Himalaya Mall Ahmedabad-380052		
Check in Date	15/01/2020	Check in Time	12:00 PM onwards
Checkout Date	31/01/2020	Checkout Time	Before 8:30 AM
Train Fare Eligibility	SL (Sleeper Class) fare		
Important	1. In case your reporting date at H.O is within next two days of issuance of this letter, you are entitled for SL (Sleeper Class) tatkal fare. 2. Original railway ticket is mandatory for reimbursement. 3. No deviation in Check-in / Checkout date & time is allowed.		
Reporting Date & Time at Head Office	16/01/2020 at 09:30 AM		

You may book your return ticket on 31st January 2020 (after 7 pm) or on 01st February 2020 morning.

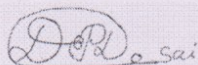
You are suggested to carry following documents (photocopy for submission and original for verification) at the time of reporting at HO.

1. Four latest Passport size color photographs
2. Semester wise Mark Sheets (SSC, HSC, Graduation or Post Graduation etc) & Degree Certificate
3. Experience certificate or appointment letter of previous employments (if applicable)
4. Last three month's salary slips or bank statements (if applicable)
5. Aadhar Card, PAN Card, Driving License & RC Book (Mandatory)
6. Aadhar Card of Father, Mother and Spouse
7. Medical fitness form (in the format attached)
8. Copy of resignation letter sent to current employer (if applicable)

Kindly note that appointment letter will be issued only after successful completion of training & submission of all necessary documents.

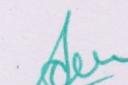
Thanking you,

For, Troikaa Pharmaceuticals Ltd.



Digish Desai
GM – HRD Mktg.




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

Troikaa Pharmaceuticals Ltd.

(Formerly Known as : Troikaa Exports Pvt. Ltd.)

Date:- 25-05-2019

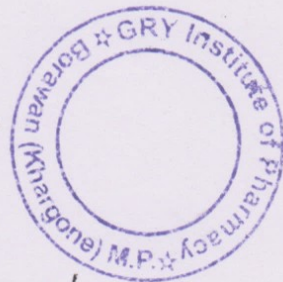
To,
KARAN KUSHWAH

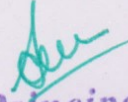
Sub: Appointment letter,

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- RATLAM**

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

12.06.2019

Mr. Lakahn Baghel

H.No. 34, shivampurn colony,
Near Bholaram Marg,
Indore (M.P)

Dear Mr. Baghel,

Further to your application dated 10.06.2019, and the subsequent interview you had with us, we are pleased to inform you that you are hereby engaged as **Assistant Chemist – Production** in our organisation based at **Pithampur** with effect from 12.06.2019 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 the 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 à 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 within 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 cGMP 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.

...2




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

Ipca Laboratories Ltd.

www.ipca.com

1, Phama Zone, sez idore, Pithampur, 454 775, India | T: +91 7292 667777 F: +91 7292 667020
Regd. Office: 48 kandivli Industrial Estate, Kandivli (West), Mumbai 400 067, India | T: +91 22 6647 4444

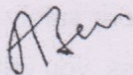
E: ipca@ipca.com CIN: L24239MH1949PLC007837

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.
8. 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.
9. 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 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.

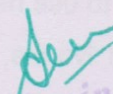
Yours faithfully,

For Ipca Laboratories Limited



Arindom Sen

Sr. General Manager –Operations



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

Ipca Laboratories Ltd.

www.ipca.com

1, Phama Zone, sez idore, Pithampur, 454 775, India | T: +91 7292 667777 F: +91 7292 667020

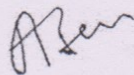
Regd. Office: 48 kandivli Industrial Estate, Kandivli (West), Mumbai 400 067, India | T: +91 22 6647 4444

E: ipca@ipca.com CIN: L24239MH1949PLC007837

Salary Break Up Of Mr. Lakhan Baghel
 (As per Appointment letter dated 12th June, 2019)


Position: Assistant Chemist - Production

(1)	Monthly	Monthly	Annual
	Basic	7200	86400
	House Rent Allowance	1000	12000
	Conveyance Allowance	1600	19200
	Education Allowance	300	3600
	Medical Allowance	375	4500
	Advance Against Bonus	600	7200
	Personal Allowance	515	6180
	Total (1)	11590	139080
(2)	Annual Benefits		
	Bonus / Ex-gratia	775	9300
	Provident Fund	864	10368
	Total (2)	1639	19668
	Total (1+2)	13229	158748



(Arindom Sen)




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

Ipca Laboratories Ltd.

www.ipca.com

1, Phama Zone, sez idore, Pithampur, 454 775, India | T: +91 7292 667777 F: +91 7292 667020
 Regd. Office: 48 kandivli Industrial Estate, Kandivli (West), Mumbai 400 067, India | T: +91 22 6647 4444

E: ipca@ipca.com CIN: L24239MH1949PLC007837

Date:- 25-05-2019

To,
LOKENDRA PATIDAR


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- Dhaar**

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: - 01-1-2019

To,

Mahendra Dawar

Add.Village –Panawada post keli

Tehsil Khargone

Dist -Khargone (M.P.)

Contact No.8823816066

Email Id:- mahendradawar759@gmail.com

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) - (Burhanpur)**

Your appointment as per the contract basis from 1st jan 2019 to 31st Dec, 2019.

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 **Tehsil coordinator** on the following terms and conditions:

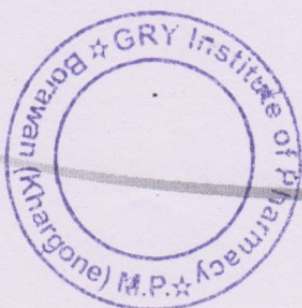
1. The terms of your contract of association with the **Asra Medicine LLP** shall be valid for a period of one year from the date of your joining. However not withstand this, in the event of the project for which you are being selected terminates before your contract period ends, this contract shall be co-terminus with the project as the case may be
2. The period of training will be six month commencing from date of joining- 1-1-2019





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

3. During the period of training you will be paid a monthly stipend of **INR 12000/- CTC (CTC INR only)**
4. 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.
5. 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 performance are found satisfactory, of which the Organization shall be sole judge, the Organization may, but is not bound to, absorb your service, and until you are informed in writing that your services are being absorbed you shall continue to remain as Trainee.
6. During your training period, if the Organization desires, your training may be discontinued without assigning any reason whatsoever. However, if you desire to discontinue this training contract you must give 14 days' notice and the Organization also reserve its right to recover/adjust to the stipend paid and any other expenses incurred by the Organization on account of your training, if the training is discontinued by you in between the period of training.
7. You will be required to work in any of the Headquarter of the Organization where the Organization feels necessary for imparting training or the present your Headquarter will be
8. You will perform, observe and conform to such duties, directions and instructions assigned or communicated to you by the Organization and those in authority over you. You will be abide by the rules and regulations applicable to you which are in force for the time being or may be framed time to time.
9. You will not enter into any commitments or dealings on behalf of the Organization for which you have no express authority, nor alter or be a part to any alteration of any principle or policy of the Organization or exceed the authority or discretion in you without the prior permission of the Organization or those in authority over you.
- 10. You will not carry on any business or enter for any part of your time, in any capacity the services of, or be employed by any other firm, company/organization or person. You will devote your whole time and attention to your duties to promote the interest of the Organization.**
11. During the period of training if any loss or damage incurred by the Organization due to your negligence, you are liable to pay the same.
12. If you are agreeable to the above terms and conditions, please return the duplicate of this letter duly signed by you confirming your acceptance within 15 days of this letter.

Following documents shall be submitted in Bhopal office to process appointment letter



• • •Website


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

Application for Employment, Educational Certificates, Resignation Letter to Previous Employer (if applicable), No Objection Certificate / Letter from Previous Employer (if applicable), Aadhar Card (X-Copy), PAN (X-Copy) & Bank Details (A/c Name, A/c No. IFS Code)

13. At the time of resignation without notice period or in case of absconding, organization will not pay any amount to the employee or reimburse, also will intimate to CHAI office that the remaining amount will be adjusted from their side if not paid by the employee.

Resignation

Should you wish to resign your employment with *Company*, you will be required to provide *Number (2)* weeks' written notice to enable us transition your work.

Termination

Company may terminate your employment at any time for cause with 15 days Notice.

In the event a temporary layoff is ever required, it may be implemented in accordance with the requirements of the *Employment Standards Act, 2000*.



Yours truly,

For **Asra Medicine LLP**

Head-Human Resources

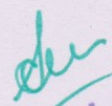
I have carefully read the terms and condition of the offered employment. I have understood the same entirely and I agree to accept the offered employment on the terms and conditions above mentioned.

Signature _____

Name _____

Date _____




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

Letter of Appointment

Date: 08-JULY, 2019

To,

**MANISHA,
GDO6573**

Dear Manisha,

Sub: Appointment Order

We are pleased to have you appointed in our organization as "INTERN – CODING" w.e.f "8th July 2019". You will be based in our Vadodara office.

You are required to agree to the special terms and conditions as described in Annexure - A1. You will be paid gross emoluments as detailed in Annexure- A.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above We retain the right to review our offer of employment.

Employment as per this offer is subject to your being medically fit.

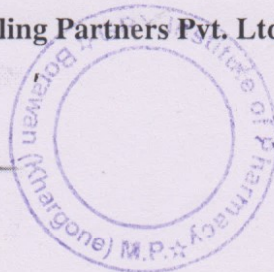
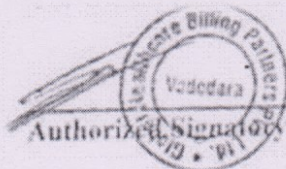
Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Our motto, Fuel Your Growth!

Yours truly,

For Global Healthcare Billing Partners Pvt. Ltd.



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

Global Healthcare Billing Partners Pvt. Ltd.

3rd Floor, Intivia Tower, Plot No.117, Behind Prayosha Complex, B/H Hyundai Showroom,
Chhani Jakt Naka, Vadodara, Gujarat, India - 390024

Tel: 0265-3952843 | Email: contact@ghcbp.com

12.06.2019

Mr. Mohit Patidar

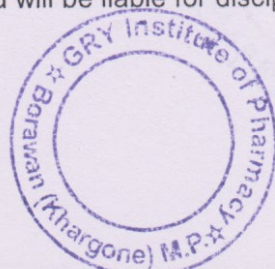
H.No. 34, shivampurn colony,
Near Bholaram Marg,
Indore (M.P)

Dear Mr. Patidar,

Further to your application dated 10.06.2019, and the subsequent interview you had with us, we are pleased to inform you that you are hereby engaged as **Assistant Chemist – Production** in our organisation based at **Pithampur** with effect from 12.06.2019 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 the 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 within 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 cGMP 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.

...2



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

ipca Laboratories Ltd.

www.ipca.com

1, Phama Zone, sez idore, Pithampur, 454 775, India | T: +91 7292 667777 F: +91 7292 667020

Regd. Office: 48 kandivli Industrial Estate, Kandivli (West), Mumbai 400 067, India | T: +91 22 6647 4444

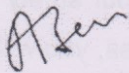
E: ipca@ipca.com CIN: L24239MH1949PLC007837

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.
8. 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.
9. 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 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.

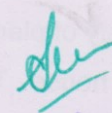
Yours faithfully,

For Ipca Laboratories Limited

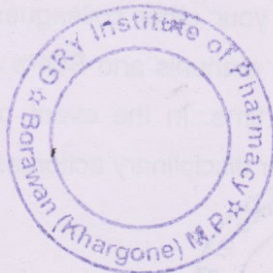


Arindom Sen

Sr. General Manager –Operations



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



Ipca Laboratories Ltd.

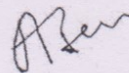
www.ipca.com

1, Phama Zone, sez idore, Pithampur, 454 775, India | T: +91 7292 667777 F: +91 7292 667020
Regd. Office: 48 kandivli Industrial Estate, Kandivli (West), Mumbai 400 067, India | T: +91 22 6647 4444


E: ipca@ipca.com CIN: L24239MH1949PLC007837

Salary Break Up Of Mr. Mohit Patidar
 (As per Appointment letter dated 12th June, 2019)
 Position: Assistant Chemist - Production

(1)	Monthly	Monthly	Annual
	Basic	7200	86400
	House Rent Allowance	1000	12000
	Conveyance Allowance	1600	19200
	Education Allowance	300	3600
	Medical Allowance	375	4500
	Advance Against Bonus	600	7200
	Personal Allowance	515	6180
	Total (1)	11590	139080
(2)	Annual Benefits		
	Bonus / Ex-gratia	775	9300
	Provident Fund	864	10368
	Total (2)	1639	19668
	Total (1+2)	13229	158748


 (Arindom Sen)




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

Ipca Laboratories Ltd.

www.ipca.com

1, Phama Zone, sez idore, Pithampur, 454 775, India | T: +91 7292 667777 F: +91 7292 667020
 Regd. Office: 48 kandivli Industrial Estate, Kandivli (West), Mumbai 400 067, India | T: +91 22 6647 4444

E: ipca@ipca.com CIN: L24239MH1949PLC007837

Date:- 25-05-2019

To,
PRAKASH PATEL


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- Alirajpur**

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

Letter of Appointment

Date: 08-JULY, 2019

To,

**PRIYANKA,
GDO6574**

Dear Priyanka,

Sub: Appointment Order

We are pleased to have you appointed in our organization as "INTERN – CODING" w.e.f "8th July 2019". You will be based in our Vadodara office.

You are required to agree to the special terms and conditions as described in Annexure - A1. You will be paid gross emoluments as detailed in Annexure- A.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above We retain the right to review our offer of employment.

Employment as per this offer is subject to your being medically fit.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Our motto, Fuel Your Growth!

Yours truly,

For Global Healthcare Billing Partners Pvt. Ltd.



Authorized Signatory
Vadodara



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

Global Healthcare Billing Partners Pvt. Ltd.

3rd Floor, Intivia Tower, Plot No.117, Behind Prayosha Complex, B/H Hyundai Showroom,
Chhani Jakt Naka, Vadodara, Gujarat, India - 390024
Tel: 0265-3952843 | Email: contact@ghcbp.com

Ref No : CHL/MFG/HRSS/OFFER/19/64837
Date : 26/08/19

Sarkhej-Bavla N.H. No.8 A,
Moraiya, Tal. : Sarad
Dist : Ahmedabad 382 210, India.
Phone : +91-2717-666856/666200
Fax : +91-27-27-666810
www.zyquscadila.com
CIN: 124230GJ1995PLC025878
TIN: 24573801491
GST: 24AAACC625361Z2

Mr. Sachin Choudhary
B - 49, Mangal Murti Society,
Nr. BRTS Bus Stop,
Ghoklasar, Ahmedabad,
Gujarat - 380050

Dear Mr. Choudhary,

We refer to your application for the suitable position and the subsequent interview you had with us.

We are pleased to offer you the position in our organisation on the mutually agreed terms and conditions. Our offer is subject to your being found medically fit after examination by a medical practitioner appointed by us. We shall be issuing the regular letter of appointment on your joining the organisation.

It is believed that any information furnished to the company either verbally or in writing or in the details filled by you is true to the best of your knowledge. If the same is found to be incorrect or willfully suppressed at a later date, can lead to immediate withdrawal of the letter of offer and if joined separation /discontinuation from the services, without any further reference to the cause.

We shall appreciate your confirmation and communicate to us the date of your joining along with a copy of the acceptance of your resignation letter at the earliest.

At the time of joining, we expect you to bring the following:

1. Resignation acceptance letter of previous organization.
2. Relieving letter from previous employer.
3. Last Drawn Salary Proof - Salary Certificate / Salary Slip / Bank Statement
4. Experience Letter from all previous employers
5. Three copies of attested Testimonials (Mark-sheets and degree certificates) of all academic qualifications
6. Four passport size and Three stamp size photographs
7. Two Copies of PAN card and Aadhar Card
8. Copy of permanent address proof

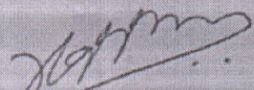
Please bring all the original documents at the time of joining for verification.

Also please note at this juncture if you will join on or before 30th September, 2019 you will be eligible for full increment which will be declared in April 2020 failing to which you will be entitled for increment April 2021 as per company's prevailing policy.

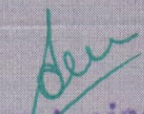
We look forward to a long and mutually rewarding relationship.

With best wishes,

Yours in Healthcare,

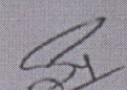

Harsh D Jain
Associate Manager - Human Resource




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

I accept and shall join on or before

28/08/19


Sachin Choudhary

Dated: 26/08/19

Date:- 25-05-2019

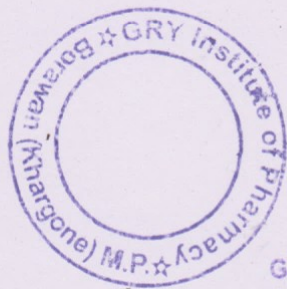
To,
SANTOSH YADAV


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- INDORE**

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

Letter of Appointment

Date: 08-JULY, 2019

To,

**VARSHA,
GDO6572**

Dear Varsha,

Sub: Appointment Order

We are pleased to have you appointed in our organization as "INTERN – CODING" w.e.f "8th July 2019". You will be based in our Vadodara office.

You are required to agree to the special terms and conditions as described in Annexure - A1. You will be paid gross emoluments as detailed in Annexure- A.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above We retain the right to review our offer of employment.

Employment as per this offer is subject to your being medically fit.

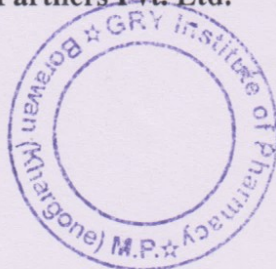
Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Our motto, Fuel Your Growth!

Yours truly,

For Global Healthcare Billing Partners Pvt. Ltd.



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

Global Healthcare Billing Partners Pvt. Ltd.

3rd Floor, Intivia Tower, Plot No.117, Behind Prayosha Complex, B/H Hyundai Showroom,
Chhani Jakt Naka, Vadodara, Gujarat, India - 390024

Tel: 0265-3952843 | Email: contact@ghcbp.com

Letter of Appointment

Date: 08-JULY, 2019

To,

**YOGESH,
GDO6575**

Dear Yogesh,

Sub: Appointment Order

We are pleased to have you appointed in our organization as "INTERN – CODING" w.e.f "8th July 2019". You will be based in our Vadodara office.

You are required to agree to the special terms and conditions as described in Annexure - A1. You will be paid gross emoluments as detailed in Annexure- A.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above We retain the right to review our offer of employment.

Employment as per this offer is subject to your being medically fit.

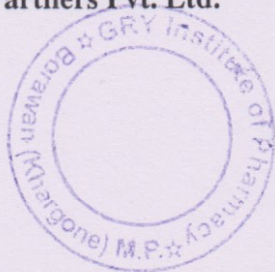
Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Our motto, Fuel Your Growth!

Yours truly,

For Global Healthcare Billing Partners Pvt. Ltd.



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

Global Healthcare Billing Partners Pvt. Ltd.

3rd Floor, Intivia Tower, Plot No.117, Behind Prayosha Complex, B/H Hyundai Showroom,
Chhani Jakt Naka, Vadodara, Gujarat, India - 390024

Tel: 0265-3952843 | Email: contact@ghcbp.com

Date:- 25-05-2019

To,
BANTY MANDLOI


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- Petlawat**

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



To,

Date: - 13/08/2019

Mr. Deepak Gevhare
Village - Batholi,
Post- Bardiya Shurta,
Tehsil - Maheshwar,
District - Khargone,
M.P - 451225

Ph - 7440397306

Sub: Appointment letter.

Welcome to KLM Laboratories Pvt. Ltd!

With reference to your Application dated 01/07/2019 and subsequent discussion we had with you, we have pleasure to offer you an appointment on the following terms and conditions:

1. Designation: -

You will be designated as "Pedia Sales Officer" (KLM - Pedia Division) w.e.f. joining date. By virtue of being in the Management Cadre, you will be treated as being in the Non-Bargain able Cadre.

2. Remuneration:

Your consolidated salary will be Rs. 10000/- (Rupees Ten Thousand only) per month.

Annual increments are considered on merit / performance basis, allowances may be revised from time to time and will be at the discretion of the company.

The Company will not be bound to pay to you, or your heirs, assigns or legal representatives any damages, compensation or any sum for the damage or injury, resulting in loss or disablement or death caused to you or to your person or property, on duty or otherwise. The wages/stipend/training allowances offered and fixed are after taking into consideration all the hazards of the job.

3. Probation Period:

You will be on probation for a period of Twelve months from the date of your appointment. If your work, performance, attendance, discipline, conduct are not found satisfactory your services can be terminated at any time even before the completion of the probationary period without assigning any reason or without any notice or wages in lieu thereof.

During probation, you will not be entitled to any kind of leave. As a corollary, it must therefore be understood that leave availed by you, if any, will be without pay.

The notice period for termination/resignation will be 7 days from either side in writing.



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

Head Office
1004, Hubtown Vija, Western Express Highway,
Jogeshwan (E), Mumbai - 400 060
Head Office
304-306, Union Trade Centre, Uchha Danwaj,
Bilal Road, Gwalior, 474 011



+91 22 61279655
+91 261 4012301(6 Lines)
+91 261 2350025



admin@kimlab.com
info@kimlab.com



www.kimlab.com