

Date:- 20-10-2020

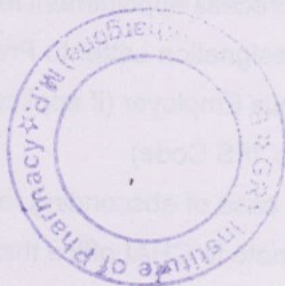
To,  
**ABHISHEK PAL**

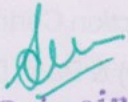
**Sub: Appointment letter,**

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-Sehore**

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](mailto:asrabpl@gmail.com), Ph: 0755-4242397, +91 9755044771

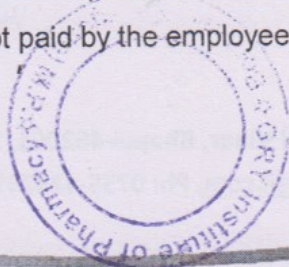
performance are found satisfactory, of which the Organization shall be sole judge, the Organization may, but is not bound to, absorb your service, and until you are informed in writing that your services are being absorbed you shall continue to remain as Trainee.


4. 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.
5. 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
6. You will perform, observe and confirm to such duties, directions and instructions assigned or communicated to you by the Organization and those in authority over you. You will be abiding by the rules and regulations applicable to you which are in force for the time being or may be framed time to time.
7. 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.
8. **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.**
9. 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.
10. 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 5 days of this letter.

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

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.



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

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**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



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

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

Email: [asrabpl@gmail.com](mailto:asrabpl@gmail.com), Ph: 0755-4242397, +91 9755044771

Date:- 20-10-2020

To,  
ANKIT SONIA

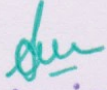
**Sub: Appointment letter,**

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-Narsingarah**

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

**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: 05/10/2020  
05/10/2020

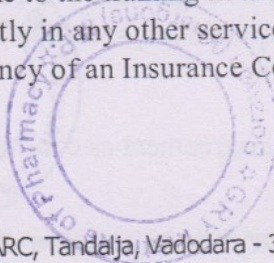
Ankit Yadav

Dear Ankit,

**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 05/10/2020 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.12000** ( Rupees Twelve 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.



*Signature*  
**Principal,**

GRY. Institute of Pharmacy,  
Dewas (M.P.) (Phone) 451228

Cont.....2/-

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

**Sun Pharmaceutical Industries Ltd.**

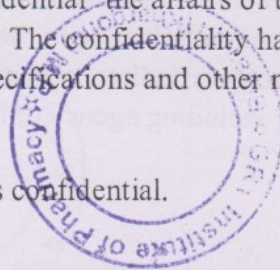
Plot No.-2-2A, Industrial Area - 3,  
Dewas - 455 001 (M.P.), India  
Phone: (91-7272) 306000  
www.sunpharma.com  
CIN: L24230GJ1993PLC019050



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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. You 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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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**



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

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

\_\_\_\_\_  
( Ankit Yadav )

Date:- 20-10-2020

To,  
DIVYESH SOLANKI

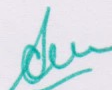
**Sub: Appointment letter,**

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-Naagda**

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



**Mankind**

Appointment Letter

Date: 06-MAR-2020

To  
Mr. Mudassar Khan

Dear

Based upon your application and subsequent interview, we are pleased to offer you the position for the post of Prof. Scientific Sales Officer in Curis Mankind (Marketing division of Mankind Pharma Ltd.) the following terms and conditions

- 1. Date of Joining : 02-MAR-2020
- 2. Designation : Prof. Scientific Sales Officer
- 3. Department : Sales
- 4. H.Q : Indore

5. **COMPENSATION STRUCTURE:** You shall be placed in the appropriate band / responsibility level of the Company, and shall be entitled to compensation (salary and other applicable benefits) as governed by the rules of the company on the subject, as applicable and/or amended hereafter. Please refer annexure-1 for detailed compensation structure.

6. **COMPANY RULES IN GENERAL:** You will be governed by the rules and regulation of the Company now in force and as revised from time to time.

a) The emoluments/benefits due to you shall be liable/ subject to tax in accordance with the provisions of the Income Tax Act and Rules made thereunder and any other legislation applicable in this regard and as may be in force from time to time.

b) In the matter of Provident Fund, E.S.I, Employees Pension Scheme, Gratuity etc, you shall be governed by the Rules and regulations of the division and statutory provisions, if any, which are in force from time to time.

Payment of Bonus (including Special Bonus) is governed by Payment of Bonus Act 1965 as amended.

c) You shall be covered under Group Personal Accident Policy

d) At any time during the period of your employment you are found to be dishonest, disobedient, negligent, irregular in attendance or at work or commit a breach of the terms of your employment, the Division shall notwithstanding anything to the contrary that may be contained herein, be entitled to terminate your employment forthwith without any notice whatsoever or payment in lieu of notice and may deduct without prejudice to any of the rights and remedies which the Division may have against you, from the emoluments, if any, then due to you, the amount of any loss the Division may have sustained has occurred shall be final, conclusive and binding upon you in all respects and shall not be questioned by you on any grounds whatsoever. In the event of your being found indulging in any acts of omission or commission constituting a misconduct including unwelcome physical contact and advances and/or a demand or request for sexual favours, and/or sexually coloured remarks/jokes and/or showing pornography and/or any other physical, verbal or non-verbal Conduct of a sexual nature, which will tantamount to an act of moral turpitude, the Division has the right to suspend you, pending issue of charge sheet and inquiry and till its final disposal without any salary and allowance



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

FOR MANKIND PHARMA LTD.

*[Signature]*  
Authorised Signatory

**MANKIND PHARMA LIMITED**

Regd. Office: 206, Okha Ind. Estate, Phase - 3, New Delhi-110020, Ph : 011-46541400, 47476600 Fax : 011-46541382  
CIN No. U74800DL1991PLC044643. E-mail: contact@mankindpharma.com www.mankindpharma.com

Date:- 20-10-2020

To,

RAHUL MAHAJAN


**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-Manasa**

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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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.

4. 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.
5. 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
6. You will perform, observe and confirm to such duties, directions and instructions assigned or communicated to you by the Organization and those in authority over you. You will be abiding by the rules and regulations applicable to you which are in force for the time being or may be framed time to time.
7. 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.
8. **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.**
9. 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.
10. 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 5 days of this letter.

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

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.



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

**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



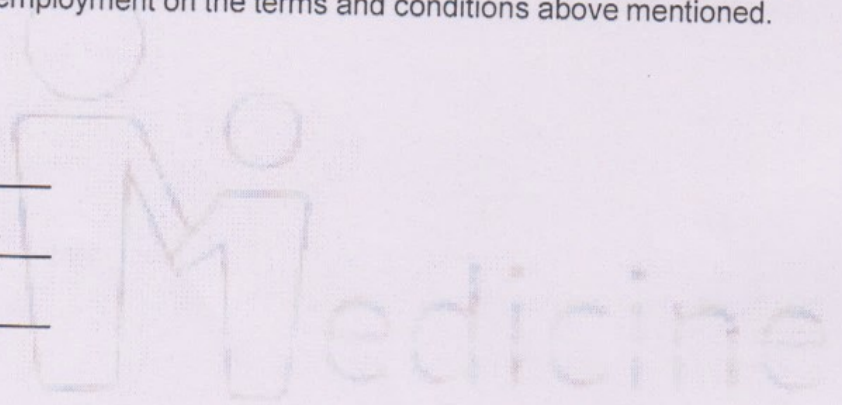
Head-Human Resources

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 \_\_\_\_\_



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

Letter of Appointment

Date: 02-NOVEMBER, 2020

To,

**RISHITA,  
GDO8910**

Dear Rishita,

Sub: Appointment Order

We are pleased to have you appointed in our organization as  
"INTERN – CODING" w.e.f "2<sup>nd</sup> November 2020". 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.

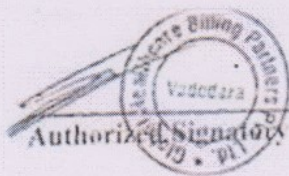
Please sign and return duplicate copy of this letter in token of your acceptance.

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.**



*Sen*  
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

**Sun Pharmaceutical Industries Ltd.**

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HR: 05/10/2020  
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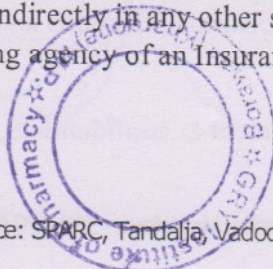
Rohit Dashore

Dear Rohit,

**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 05/10/2020 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. 12000** ( Rupees Twelve 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.



Cont.....2/-

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Principal,  
GRY. Institute of Pharmacy,  
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**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 revaccinnated 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.

Cont.....3/-

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

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

**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.

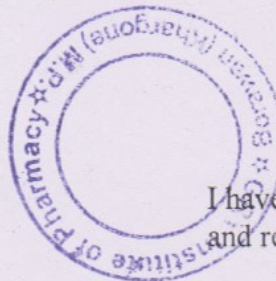
In case you are unable to produce any certificate/mark sheet pertaining to your final year Engineering/Pharmacy degree course, you will have to give an undertaking to produce the same within three months of your joining date. In case you are unable to produce the document/(s) within the stipulated time,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



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

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

*( Rohit Dashore )*



EMAMI/HRD/SKG/1406

emami\* limited

29 February 2020

Mr. Rohit Sen  
484/10, Nand Bag Colony  
Indore- 452015

Sub: Your placement with us

Dear Mr. Sen,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of "Area Sales Officer" in our Sales HCD of our organization as per agreed compensation package, with location at **Indore**

The company reserves the right to transfer you to any location, department, establishment, factory or branch of the company. As per Company Policy, after accepting the Offer, if the candidate does not join, the Company has the right to make a claim on all the costs of recruitment process including travel, hotel etc.

We are confident that a person of your calibre and experience will give valuable inputs towards the growth of the company. Your joining date has been fixed on any date but not later than 3rd March 2020. The detailed appointment letter will be given to you within a week of your joining our Organization. Please note that you will be eligible for the performance appraisal cycle of 2020-21.

Kindly sign the duplicate copy of this letter of intent as a token of your acceptance and inform us the exact date of joining.

Thanking you,

Yours faithfully,  
For, **EMAMI LIMITED**

**NIHAR RANJAN GHOSH**  
**PRESIDENT - HUMAN RESOURCE**



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

30th November, 2020

Mr. Rohit  
Vill : Kohdad,  
Dist : Khandwa,  
Madhya Pradesh : 450661.

Dear Mr. Rohit,

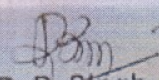
Further to your application dated 10th October, 2020 and the subsequent interview you had with us, we are pleased to inform you that you are hereby engaged as Apprentice for Apprenticeship Training in our Organization based at Athal, with effect from 30th November, 2020 on the following terms and conditions.

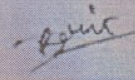
1. Your apprenticeship training will be for a period of One Year from the date of commencement of the same.
2. During this period, you will be paid stipend as per the Apprentices Act, 1961.
3. The completion of the above period will not give you a right to employment.
4. The contract of apprenticeship shall terminate on the expiry of the period of apprenticeship training.
5. 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.

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

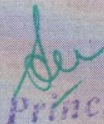
Yours faithfully,

For Ipca Laboratories Ltd.,

  
D. P. Singh  
GM - Human Resources

Accepted:   
(Signature)



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

Ipca Laboratories Ltd.  
www.ipca.com

Plot No. 255/1, Athal, Dist. Khandwa & Nagar Haveli, India | T: +91 260 6164200 / 246 / 355, 95740 95554 / 8  
Regd. Office: 48, Kandi vi Industrial Estate, Kandi vi (West), Mumbai 400 067 (Maharashtra), India | T: +91 22 6647 4444  
E: ipca@ipca.com CIN: L24239MH1949PLC007837

Ref No.: GPL/IND/HR/GA/2020  
Empl Code: 90035189  
Cost Center: IGO108  
02-11-2020

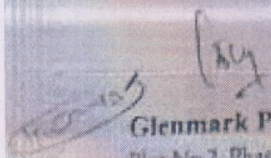
Ms. Sanjana Kushwah  
D/O Mr. Kaillash Kushwah

Dear Ms. Kushwah,

Sub: Appointment Letter under the Apprentices Act 1961, Apprenticeship Rules 1992 and Apprenticeship (Amendment) Rules, 2019

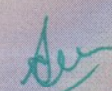
With reference to your Application, and subsequent discussion we had with you, we are pleased to engage you as a Graduate Apprentice under the Apprentices Act 1961, Apprenticeship Rules 1992 and Apprenticeship (Amendment) Rules, 2019 in our organization with effect from 02-11-2020 in QUALITY CONTROL Department on the following terms and conditions:

1. Your Apprenticeship Period will be for 1 Year from the date of joining and in the context you will have to sign the Apprenticeship Contract Registration Form which shall automatically get terminated on the expiry of the said period of Apprenticeship Training.
2. It shall not be obligatory on the part of the employer to offer any employment to the apprentice on completion of period of apprenticeship training in his establishment nor shall it be obligatory on the part of apprentice to accept an employment under employer.
3. You will be paid a consolidated stipend of Rs. 10,000/- per month.
4. You will adhere to the instructions of your supervisors and abide by the rules and regulations of the company which shall be enforced from time to time.
5. Your engagement as an Apprentice in the company is subject to the conditions that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the medical officer as nominated by the company.
6. The company may transfer you from one place of duty or section/department/division to other place of duty or section/department/division in the establishment/within the organization at the sole discretion of the management and there will not be any change in the terms and condition of your

  
Glenmark Pharmaceuticals Ltd.

Plot No.2, Phase II, Pharma Zone, SEZ, Pithampur, Dist. Dhar (M.P.)  
T: +91 7292 662900, F: +91 7292 667911 W: www.glenmarkpharma.com  
Registered Office: B/2, Mahalaxmi Chambers, 22 Bhulabhai Desai Road, Mumbai 400 026  
CIN No: L24299MH1977PLC019982 E: complianceofficer@glenmarkpharma.com



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

**Letter of Appointment**

Date: 02-NOVEMBER, 2020

To,

**SHRUTI,  
GDO8911**

Dear Shruti,

**Sub: Appointment Order**

We are pleased to have you appointed in our organization as "INTERN – CODING" w.e.f "2<sup>nd</sup> November 2020". 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.

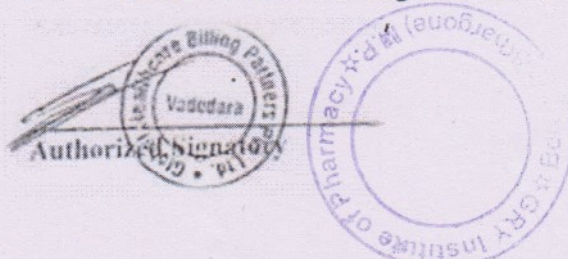
Please sign and return duplicate copy of this letter in token of your acceptance.

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.



*Signature*  
**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.: GPL/IND/HR/GA/2020  
Empl Code: 90035188  
Cost Center: IG0108  
02-11-2020

Mr. Shubham Gupta  
S/O Mr. Devendra Gupta

Dear Mr. Gupta,

Sub: Appointment Letter under the Apprentices Act 1961, Apprenticeship Rules 1992 and Apprenticeship (Amendment) Rules, 2019

With reference to your Application, and subsequent discussion we had with you, we are pleased to engage you as a **Graduate Apprentice** under the Apprentices Act 1961, Apprenticeship Rules 1992 and Apprenticeship (Amendment) Rules, 2019 in our organization with effect from 02-11-2020 in **QUALITY CONTROL** Department on the following terms and conditions:

1. Your Apprenticeship Period will be for 1 Year from the date of joining and in the context you will have to sign the Apprenticeship Contract Registration Form which shall automatically get terminated on the expiry of the said period of Apprenticeship Training.
2. It shall not be obligatory on the part of the employer to offer any employment to the apprentice on completion of period of apprenticeship training in his establishment nor shall it be obligatory on the part of apprentice to accept an employment under employer.
3. You will be paid a consolidated stipend of Rs. 10,000/- per month.
4. You will adhere to the instructions of your supervisors and abide by the rules and regulations of the company which shall be enforced from time to time.
5. Your engagement as an Apprentice in the company is subject to the conditions that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the medical officer as nominated by the company.
6. The company may transfer you from one place of duty or section/department/division to other place of duty or section/department/division in the establishment/within the organization at the sole discretion of the management and there will not be any change in the terms and condition of your

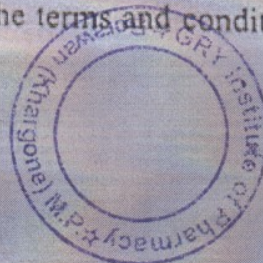
Glenmark Pharmaceuticals Ltd.

Plot No.2, Phase II, Pharma Zone, SEZ, Pithampur 454775, Dist. Dhar (M.P.)

T: +91 7292 667900. F: +91 7292 667911 W: www.glenmarkpharma.com

Registered Office: B/2, Mahalaxmi Chambers, 22 Bhulabhai Desai Road, Mumbai 400 026

CIN No: L24299MH1977PLC019982 E: complianceofficer@glenmarkpharma.com



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



**Glenmark**

A new way for a new world

appointment including your stipend.

7. That any breach or violation of the instructions/rules will make you liable for a strict disciplinary actions, which may also result in termination of Apprenticeship.
8. You will maintain recording of your engagements and achievements in day to day training records.
9. You shall work according to the normal hours of work of the department to which you are attached for training. You will be eligible for 12 days of Casual Leave & 15 days of Medical Leave with payment of stipend.
10. That you will not be entitled for any bonus or overtime or other privileges/benefits available to the other permanent employees.
11. Your hours of work will be as notified to you from time to time as applicable to the Unit & as per the Apprentices Act 1961, Apprenticeship Rules 1992 and Apprenticeship (Amendment) Rules, 2019 and you will be governed by Company Rules/ Policies with regard to disciplinary proceedings.
12. You will not disclose or discuss or divulge in any manner whatsoever, any correspondence, agreement and any such information pertaining to our organization, which you may have acquired concerning the company business to other person/firm or organization.

This letter of appointment is being issued to you in duplicate. You are requested to return one copy duly signed by you towards the acceptance of the aforementioned terms and conditions for our records.

Yours sincerely,

For Glenmark Pharmaceuticals Ltd.

Surajit Dey  
Senior Manager – Human Resources

I \_\_\_\_\_ have read and understood the above terms and conditions and accept the same in its entirety.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_



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

**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: 05/10/2020  
05/10/2020

Shubham Punasiya

Dear Shubham,

**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 05/10/2020 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. 12000** ( Rupees Twelve 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.

Cont.....2/-

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

*Principal,*  
Institute of Pharmacy,  
BORAWAN (Phone) 451228

**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, Tandajla, Vadodara - 390 020 Gujarat, India

Cont.....3/-  
*Principal,*  
GRY. Institute of Pharmacy,  
BORAWAN (Kargone) 451228

**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**



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

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

( Shubham Punasiya )

**FORM A****LETTER OF APPOINTMENT**

- |   |   |
|---|---|
| 1. Name of the Establishment                  | Stedman Pharmaceuticals Pvt. Ltd.   |
| 2. Address                                    | 3A, Adyar Bridge Road, Adyar, Chennai 600 020   |
| 3. Name of the Employer                       | Dr. Ramkumar Rajagopal, Managing Director   |
| 4. Name & Address of Sales Promotion Employee | TRIVESH GUPTA<br>Scheme No.54, Vijay Nagar<br>Near Mangalaik Bhawan<br><u>Indore - 451010</u> |
5. With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as a "Sales Officer" in our organization. Your appointment will be effective from the date of your first daily report received by the company subject to successful completion of the class room training programme.
6. You will be on probation for a period of six months. At the end of your probation period, your services shall be confirmed based on your sales performance evaluation and adherence to fieldwork norms.
7. Your probation period may however be extended if your sales performance is not found satisfactory as per the evaluation.
8. You shall continue to be on probation until your service is confirmed by a letter to this effect.
9. Your annual cost to the company is provided in the enclosed Annexure.
10. You are also eligible for the following field allowance:
- |      |                        |                                 |
|------|------------------------|---------------------------------|
| i.   | Headquarters Allowance | Rs. 130/- per field working day |
| ii.  | Suburb Allowance       | Rs. 130/- per field working day |
| iii. | Outstation Allowance   | Rs. 180/- per field working day |

You are not eligible for any field allowance on Sundays and Holidays or whenever you are on leave or unable to undertake fieldwork.



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

Page 1 of 5

**STEDMAN PHARMACEUTICALS PVT. LTD.**

**Corporate Office :** 3-A, Adyar Bridge Road, Adyar, Chennai - 600 020. INDIA. Tel : 24911355, 24462334, 24461198.

E-mail : [contactus@stedmanpharma.com](mailto:contactus@stedmanpharma.com) Website : [stedmanpharma.com](http://stedmanpharma.com)

**Factory :** C-4, SIDCO Pharmaceutical Complex, Alathur, Thiruporur - 603 110. Tamilnadu. INDIA. Tel : 044-27444502

"CIN : U24231TN1985PTC012518"

# MATIAS

## MATIAS HEALTHCARE PVT. LTD.

101-104 GCP Business Center Opp. Memnagar Fire Station  
Vijay Cross Road Memnagar Ahmedabad - 380014 India  
E-mail : matiashealthcare@gmail.com  
www.matiashealthcare.com

18th of February,2020

Mr. Uttam Nagor

### Sub: Offer cum Appointment Letter

This has reference to your application in our Company and Subsequent interview you had with us.

We are pleased to offer you employment as **BUSINESS EXECUTIVE** in our Formulation Division of

**Matias Healthcare pvt ltd** to be based at **Indore H.Q.** with effect from **18, Feb 2020**

### on following terms and conditions-

1. Your present place of work HQ will be **INDORE**, but during course of employment in this company you shall be liable to be posted / Transferred anywhere to serve any of company's any other establishment of the management.

2. You will be paid Fixed total cost to company TCC of Rs168,000 per **Annum**, Rs14,000 (Fourteen thousand Rupees Only) Per **Month** including of all benefits, which are as follows:-

\*PROVIDENT FUND (PF)

\*ESIC

\*MEDICLAIM

3. During the probation period and consolidated salary is inclusive of all perks. Bifurcation of your consolidated salary into various heads at the time of conformation is at the sole discretion of the management. The management is further empowered to restructure your salary at any time in future at sole discretion.

4. While on field working you are entitled to allowances as under:

a) HQ- 225 Per Day

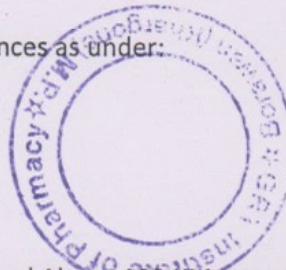
b) Ex- Head quarter : 255 Per Day

C) Out Station Night Halt :500 Per day

d) Travelling allowance :2 Rs per KM up to **100 KM** and Above **100 KM** on actuals Distance by Shortest route).

This offer cum appointment letter is issued to you on the understanding that all the details given by you in your resume/ job application form/interview are correct and complete in all respects.

5. You will be on probation for a period of **Six month** with effect from the date of Joining duties , which period may be extended at the direction of the management. During probation, your service



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

ALEMBIC / HRM / 870769 /2020-2021

17 November 2020

**Vikash Solanki**

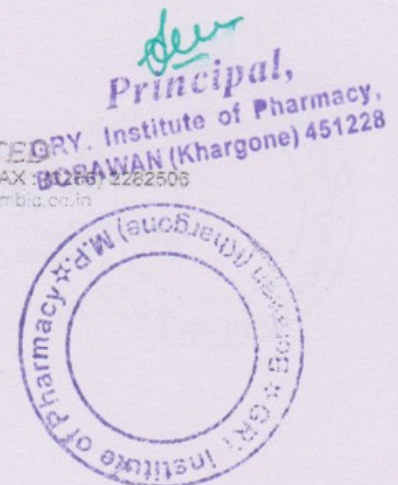
231 Sector F Raj Nagar,  
Indore - 452002, Madhya Pradesh  
Mobile: 8818824070

Dear **Vikash Solanki**,

Reference our discussion, we are pleased to select you as an **Apprentice (Field)** in our **Corazon Division** based at **Indore 2 HQ** on the following terms & conditions:

1. You will undertake field working for a period of 1 Year starting **17-Nov-20** to **16-Nov-21** as **Apprentice (Field)**.
2. You have to make your own arrangements for lodging, boarding, conveyance etc. in the HQ assigned to you.
3. You shall not claim your right as regular employee of the company, neither during the Training nor after completion of the Training.
4. Your stipend details are as per the attached Annexure –A.
5. These Terms are valid subject to clearance of your pre-employment medical check-up.
6. These Terms are valid subject to you passing the graduation examination. In case you fail to clear the examination, we reserve the right to withdraw These Terms.
7. Any instance of misconduct, breach of rules and regulation governing traineeship, neglect of your duties, insubordination, riotous behavior, insolence, absence without prior sanction, dishonesty, loss of confidence, embezzlement and accepting any commission or discount from any merchant or outsider or such behavior in contravention of traditional/ common for doing a traineeship or if you are tried and/ or convicted for any criminal offence, your traineeship are liable to be discharged and shall be dealt with appropriately.
8. In the event of your being indulging in any acts of omission or commission constituting misconduct, including unwelcome physical contact and advances and /or a demand or request for sexual favours and /or sexually colored remarks / jokes, and/or showing pornography and/ or any other physical, verbal or non-verbal conduct of sexual nature, which will tantamount to an act of moral turpitude, you shall be dealt with appropriately.

**ALEMBIC PHARMACEUTICALS LIMITED**  
ALEMBIC ROAD, VADODARA - 390 003 • TEL. : (0265) 2280650, 2280880 • FAX : 2282505  
Website : www.alembicpharmaceuticals.com • E-mail : alembic@alembic.co.in  
CIN - L24230GJ2010PLC061123

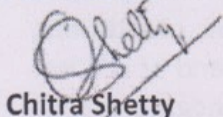


9. On completion of the traineeship as specified above, the training period shall automatically end and the company will have no obligation to offer you any employment or compensation thereof.
10. During the training period, if your performance is any way found unsatisfactory, your training period will be discontinued on any day without giving any notice and without assigning any reason or compensation whatsoever. The Division will review at the end of every month your training progress and for that purpose may give some trade tests, if it is so desired. You must show satisfactory periodical progress during the training period.
11. Your place of posting and territory will be determined at the management's discretion and informed to you. Your territory is liable to be transferred to any place and at any time in India without any extra remuneration. Also, you are liable to be transferred to any Department, Division and Headquarter without any extra remuneration.
12. If at any time during your training period, you are found dishonest, disobedient, intemperate, irregular in attendance or at work or commit a breach of the terms and conditions of your internship, the Division shall notwithstanding anything to the contrary that may be contained herein, be entitled to terminate your project forthwith without any notice whatsoever and may deduct without prejudice to any other rights and remedies which the Division may have against you from the emoluments, if any then due to you, the amount of any loss to the Division may have sustained has occurred, shall be final conclusive and binding upon you in all respect and shall not be questioned by you on any grounds whatsoever.
13. You shall not either during the continuance of your training or thereafter disclose, divulge, or make public or use any information / knowledge which you may acquire in the course of your project in any way about any of the affairs or secrets of the Division, Company or any processes, accounts, transactions and dealings of the Division, Company to any person, firm or Division, Company to the prejudice of organization.

If you have any questions, please feel free to contact Mr. Sumit Haryana (Human Resources) on [sumit.haryana@alembic.co.in](mailto:sumit.haryana@alembic.co.in)

We wish you good luck for the assignment!

**For Alembic Pharmaceuticals Limited**



**Chitra Shetty**  
Deputy General Manager– Human Resources

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Signature

(Acknowledgement, Agreed & Accepted)



**ALEMBIC PHARMACEUTICALS LIMITED**  
ALEMBIC ROAD, NADODARA - 390 003 • TEL. : (0265) 2280550, 2260880 • FAX : (0265) 2282506  
Website : [www.alembicpharmaceuticals.com](http://www.alembicpharmaceuticals.com) • E-mail : [alembic@alembic.co.in](mailto:alembic@alembic.co.in)  
CIN - L24230GJ2010PLC081123

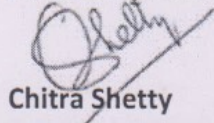
  
**Principal,**  
GRY. Institute of Pharmacy,  
BORAWAN (Khargone) 451228

**Annexure – A**

<b>Name</b>	Vikash Solanki
<b>Designation</b>	Apprentice (Field)
<b>Components</b>	Amount in rupees (Per Month)
Stipend	15000
Other allowances (HRA etc.)	4196
Premium on Hospitalization	804
<b>Total</b>	<b>20000</b>

You will be covered under group personal accident policy and mediclaim policy.

For Alembic Pharmaceuticals Limited



**Chitra Shetty**  
 Deputy General Manager - Human Resources

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**Signature**  
 (Acknowledgement, Agreed & Accepted)



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

Ref No: GPE/IND/HR/GA/2020  
Emp Code: 90035191  
Cost Center: IGD/HR  
02-11-2020

Mr. Vikrant Arjun Jadhav  
S/O Mr. Arjun

Dear Mr. Jadhav,

Sub: Appointment Letter under the Apprentices Act 1961, Apprenticeship Rules 1992 and Apprenticeship (Amendment) Rules, 2019


With reference to your Application, and subsequent discussion we had with you, we are pleased to engage you as a **Graduate Apprentice** under the Apprentices Act 1961, Apprenticeship Rules 1992 and Apprenticeship (Amendment) Rules, 2019 in our organization with effect from 02-11-2020 in **QUALITY CONTROL** Department on the following terms and conditions:

1. Your Apprenticeship Period will be for **1 Year** from the date of joining and in the context you will have to sign the Apprenticeship Contract Registration Form which shall automatically get terminated on the expiry of the said period of Apprenticeship Training.
2. It shall not be obligatory on the part of the employer to offer any employment to the apprentice on completion of period of apprenticeship training in his establishment nor shall it be obligatory on the part of apprentice to accept an employment under employer.
3. You will be paid a consolidated stipend of **Rs. 10,000/- per month**.
4. You will adhere to the instructions of your supervisors and abide by the rules and regulations of the company which shall be enforced from time to time.
5. Your engagement as an Apprentice in the company is subject to the conditions that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the medical officer as nominated by the company.
6. The company may transfer you from one place of duty or section/department/division to other place of duty or section/department/division in the establishment/within the organization at the sole discretion of the management and there will not be any change in the terms and condition of your

  
Glenmark Pharmaceuticals Ltd.

Plot No. 2, Phase II, Pharma Zone, SEZ, Pithampur 494775 Dist. Dahanu  
T: +91 7292 667900, F: +91 7292 667911 W: www.glenmarkpharma.com  
Regional Office: B/2, Mahalaxmi Chambers, 22 Bhamburda Drott Road, Mumbai 400 026  
CIN No: L34209MH1977PLC019987 E: complianceofficer@glenmarkpharma.com




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

- 7. That any breach or violation of the instructions/rules will make you liable for a strict disciplinary actions, which may also result in termination of Apprenticeship.
- 8. You will maintain recording of your engagements and achievements in day to day training records.
- 9. You shall work according to the normal hours of work of the department to which you are attached for training. You will be eligible for 12 days of Casual Leave & 15 days of Medical Leave with payment of stipend.
- 10. That you will not be entitled for any bonus or overtime or other privileges/benefits available to the other permanent employees.
- 11. Your hours of work will be as notified to you from time to time as applicable to the Unit & as per the Apprentices Act 1961, Apprenticeship Rules 1997 and Apprenticeship (Amendment) Rules, 2019 and you will be governed by Company Rules/ Policies with regard to disciplinary proceedings.
- 12. You will not disclose or discuss or divulge in any manner whatsoever, any correspondence, agreement and any such information pertaining to our organization, which you may have acquired concerning the company business to other person/firm or organization.

This letter of appointment is being issued to you in duplicate. You are requested to retain one copy duly signed by you towards the acceptance of the aforementioned terms and conditions for our records.

Yours sincerely,

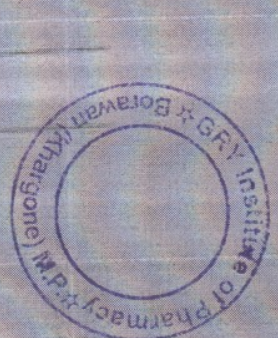
For Glenmark Pharmaceuticals Ltd.

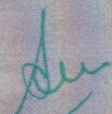
  
 Surajit Dey  
 Senior Manager - Human Resources

I \_\_\_\_\_ have read and understood the above terms and conditions and accept the same in its entirety.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_



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



Tel : 0731-4077000  
Fax : 0731-4258125

# BOMBAY HOSPITAL INDORE

RING ROAD  
INDORE 452 010

BH/INDORE/APPT/25/20

Page No. 1/6

Date: 24<sup>th</sup> March 2020

Mr Vishal Pawar  
Village & Post Nisharpur,  
Tehsil Pansema,  
Dist Barwan,  
M.P.


## LETTER OF APPOINTMENT

Dear Mr Pawar,

Further to our Offer Letter No.Nil, dated 16<sup>th</sup> January 2020 and with reference to your application and the subsequent interview you had with us, we are pleased to appoint you as Pharmacist in the Pharmacy Department at Bombay Hospital, Indore on the following terms and conditions:

1. Your appointment shall take effect from 21<sup>st</sup> March 2020.
2. a) You will be paid salary and allowances as per Annexure-A.  
b) You will be covered under the Employees' Provident Funds and miscellaneous Provisions Act 1952.  
c) You will be covered under the Payment of Gratuity Act 1972.  
d) You will be covered under the Employees' State Insurance Act 1948  
e) Your appointment is also subject to your declaring medically fit by the Staff Medical Officer.
3. In the first instance you will be on probation for a period of six months from the date of your joining, thereafter the probation period may be either extended at the discretion of the Management or on completion of the same your services may be confirmed. Unless confirmed in writing, you will be deemed as probationer even after the expiry of the initial or extended period of probation.
4. Your services are liable to be terminated without any notice or wages in lieu thereof either during the initial or extended period of probation.
5. A notice of one month is required after confirmation by either side for discontinuing the service or payment of one month salary in lieu of notice. No reason may be assigned for such termination of service.



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

2

MR. YOGESH DODWE,  
S/O JAYARAM DODWE,  
26-GRAM SANGAWI,  
KHARGONE,MP-451001

Date: 11-Nov-2020

Dear MR. YOGESH DODWE,

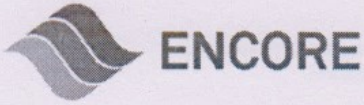
### OFFER OF EMPLOYMENT

With reference to your application and the subsequent interaction you had with us, we are pleased to offer you the position of "MARKETING EXECUTIVE" in our company on the following conditions:

1. Your present work station will be at "INDORE".
2. You will be on probation, which will be at least 6 months from the date of joining.
3. This offer is subjected to clearance of medical examination, Background verification process & authenticity of Proofs shared during the Recruitment Process.
4. Your annual remuneration of joining which is mentioned as below:-

Name:	YOGESH DODWE	
HQ :	INDORE	
Designation:	MARKETING EXECUTIVE	
Effective Date:	11-Nov-2020	
Earnings	Monthly	Annual
Basic Salary	9,861	118,329
House Rent Allowances	5,143	61,718
Conveyance Allowances	0	0
Education Allowances	0	0
Variable/ Special Allowances	0	0
Gross Salary (A)	15,004	180,048
Other Benefits (B):		
Gratuity		5,692
Provident Fund (Company)		14,200
ESIC (Company)		5,852
Total Earnings CTC (A+B)	15,004	205790





ENCORE Healthcare Pvt Ltd  
3rd & 4th Floor, Meher Chamber, R K Marg, Ballard Estate, Opposite Bharat Petrol Pump,  
Fort, Mumbai - 400 038, Maharashtra, India Tel.:+91-22- 022-49552000/01

In case the above offer is acceptable to you, please sign the duplicate copy and return it to Mumbai Head office within 3 days from the receipt of this offer.

You will be given a more detailed letter of appointment on joining the services.

Best wishes,

Yours faithfully,  
From Encore Healthcare Private Limited

S/d-

Priti Bafna  
HRD

S/d-

K. Sunil Singh  
Head - Sales & Effectiveness

---

### ACCEPTANCE

I accept the above offer and will join Encore Healthcare Private Limited as "MARKETING EXECUTIVE" with effect from \_\_\_\_\_

I will undergo a pre-employment health check up as advised by the company within 3 days from today. I understand that this offer is valid only in case I am declared to be medically fit as per the pre-employment health check up.

Name: \_\_\_\_\_

Sign.: \_\_\_\_\_

Date \_\_\_\_\_



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

Date:- 20-10-2020

To,  
YUVRAJ

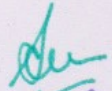
**Sub: Appointment letter,**

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) Block- Berasia**

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

**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: 05/10/2020  
05/10/2020

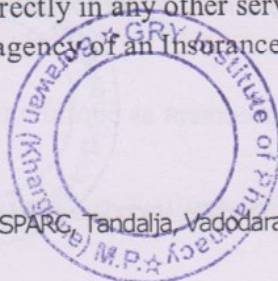
Abhishek Kumawat

Dear Abhishek,

**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 05/10/2020 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.12000* ( Rupees Twelve 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,  
BOPAWAN (Khargone) 451228

Cont.....2/-

**Sun Pharmaceutical Industries Ltd.**

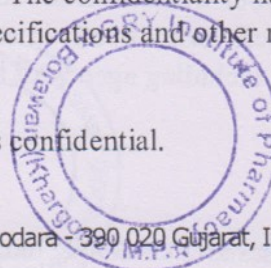
Plot No.-2-2A, Industrial Area - 3,  
Dewas - 455 001 (M.P.), India  
Phone: (91-7272) 306000  
www.sunpharma.com  
CIN: L24230GJ1993PLC019050



-- 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. You 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 your 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, of 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 tems of this agreement as confidential.

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



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

**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



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

**( Abhishek Kumawat )**