

Date : 30 January 2015

Mr. Alkesh Gilani
PRIMARY SCHOOL TO EAST AREA AT MANDVA TAL GADHADA

Bhavnagar-364740

Login ID: ABRAJ97466
Employee Code: ASL/RAJ/97466

Dear Sir,

We are pleased to appoint you in our organization as Executive Sales (Grade - E2) in the department AGRI & RURAL BANKING - SALES on the following terms and conditions:

Commencement / Term:

You are required to join our organization on or before **26 January 2015**. Your place of work shall presently be at Rajkot. You will be on probation for a period of six months or such extended period as may be decided by the Company based on your performance during the probation period. On satisfactory performance during probation, you will be confirmed in the services of the Company.

Remuneration :

Your remuneration would be set as follows:

Compensation	Monthly (Rs.)	Annual (Rs.)
Basic	4,000	48,000
HRA	1,600	19,200
Conveyance	800	9,600
Special Allowance	2,687	32,244
Provident Fund	480	5,760
ESIC	433	5,196
CTC	10,000	120,000

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

Retirement / Statutory Benefits:

You will be eligible for Retirement Benefits of the organization; namely Provident Fund and Gratuity as per the company policy.

Gratuity:

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

Incentive Scheme:

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

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

Transfer:

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

Leave:

You will be eligible for leave, as per Company rules, subject to approval from the competent authority. It may be noted that leaves can not be deemed as granted unless sanctioned by Competent Authority. No leaves can be taken during probation period.

Unauthorised Leave / Absence:

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

Job Profile:

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

Axis Securities Limited

Registered. Office: Axis House, 8th Floor, Wadia International Centre, Pandurang Budhkar Marg, Worli, Mumbai - 400 025

Professional Ethics and Confidentiality:

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

Notice Period:

During the probation period either party can terminate the services by giving 3 days notice or basic salary in lieu thereof at the organization's discretion. After confirmation, either party can terminate the services by giving 7 days' notice or basic salary in lieu thereof at the organization's discretion. You will be liable to submit all the company's assets, data etc., provided during your tenure in the company for carrying official duties, at the time of separation from the company. Please note that you are required to complete the exit formalities within 90 days from your last working day for processing your final settlement dues, if any. Company will not be liable to pay the final settlement dues (if any) in the event of non completion of exit formalities within 90 days.

Reference Check:

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

Termination of Employment:

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

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

Change in the Personal Details:

You shall intimate the Company about any change of your residential address (permanent and / or current), qualification and other personal details within five days from the date of change of such details. Your residential address records with the company will be treated as official address and will be used for all official communications with you. In case of non intimation of change in your residential address to the company, any correspondence to your last known address will be treated as communication received by the employee.

The terms and conditions of employment set out in this letter of appointment constitute service conditions to your employment in the organization in addition to code of conduct and other laid down guidelines and organization reserves the right to change the terms and conditions of your employment set out in this letter of appointment. Any future changes in the Company policies, rules, regulations and your employment terms will super cede the terms and conditions mentioned in this letter. The Courts in Bombay will have exclusive jurisdiction with regards to any dispute.

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

A list of document to be submitted at the time of joining is given for your information.

We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship.

Your faithfully,

For Axis Securities Limited



Authorized signatory

I have read and understood all the terms and conditions of the offer and would like to confirm my acceptance of the offer.

Signature

Name: Alkesh Bahadurbhal Gilani

Axis Securities Limited

Registered. Office: Axis House, 8th Floor, Wadia International Centre, Pandurang Budhkar Marg, Worli, Mumbai - 400 025

List of documents to be submitted at the time of joining

- 1) Photocopies of educational qualifications (10th std onwards)
- 2) Relieving letter from the last employer or Acceptance of Resignation
- 3) Last salary slip / Proof of salary of the previous organization
- 4) Declaration of medical fitness by the candidate
- 5) PF, Gratuity and ESIC nomination forms to be provided by the organization
- 6) Two Passport size photographs
- 7) Proof of Date of Birth and Residence

You are requested to submit all the above documents at your local office to facilitate the processing of your salary.



jagdish sambada <jsambada@gmail.com>

LETTER OF INDENT

1 message

Milan Goswami <sales@confidencecorporation.com>
To: jsambada@gmail.com

Wed, Jan 7, 2015 at 12:05 PM

Dt.10/01/2015

To,
Placement In Charge,
Dept. Of Business Management,
Saurashtra University,
Rajkot.

SUB: - Letter of INDENT

Dear Sir,

This is in ref. with the interview of your students for the post of management trainee (Marketing support and Analyst).

We are please to inform you that selected Candidate is **Mr. Mehulkumar Oza.**

Here by, we would like to offer him to undergo a project for 3 Months (Jan'15 to March'15) as per the academic requirement. However the students are bound to operate the same as per the instructions and requirement of CONFIDENCE CORP. we will offer a stipend worth Rs.5000/- per month + miscellaneous Expenses.

After the Completion of his final Sem. Examination he can continue with us as a management trainee on probation. He will further have to undergo comprehensive product training for another 3 month. He will be entitled to get Rs. 10,000/- per month as a salary + miscellaneous expenses.

After successful completion of 6 month probation he will be upgraded as a permanent employee of CONFIDENCE CORP.

Please feel free in case of queries if any,

Looking forward for your formal conformation at an earliest.

—
Sincere Regards,

Milan Goswami (C.E.O.)



211, Shree Mahalaxmi Complex, Near K.K.V. hall, Kalawad road,
Rajkot- 360 005 (Gujarat) India.

E-mail : sales@confidencecorporation.com
solutions@confidencecorporation.com

Web : www.confidencecorporation.com

*** Single Point Solution for CNC Machine Tools Industry ***



Smt. Rupaben B. Patel Mahila Pharmacy College

(Managed by Mts. D.B. Patel Education Trust)

Kailashnagar, Atkot-360 040, Tal: Jasdan Dist: Rajkot, Gujarat, India

Tel: (02821) 288349, Fax: (02821) 288350

Email: - rbpmpe@yahoo.co.in Web site: - www.rbpmpe.org

AICTE Approval No.06/01/Guj/pharm/2004/007/dated 26/06/04, • PCI Approval No. 436/32-724/2011-PCI dated 05/09/2011 Gujarat Technological University Affiliation: GTU/Insti_Affiliation/2010/1962



Ref No.: rbpmpe/14-15/040

Date: 01/08/2014

To,
Ms. Mousmi Thakur

Appointment for the post of Assistant Professor

Dear Sir/ Madam,

With reference to your application for the post of the Assistant Professor at Smt. R.B. Patel Mahila Pharmacy College – Atkot, as per the instruction of our Managing Trustee Shri Arjanbhai L. Ramani, I am please to offer you as Assistant Professor in Pharmacognosy at Smt. R. B. Patel Mahila Pharmacy College, Atkot With the Fix salary of Rs.12000 per month.

Your appointment is subject to following terms and condition

- i. You will resume your duty with immediate effect.
- ii. You shall have to produce physical fitness certificate from the medical officer within one month after resume you duty.
- iii. You have to submit your two passport size photograph and original certificate and testimonials along with two Xerox copies of the same for verification.
- iv. Your appointment is a purely adhock appointment and will be confirm after appearing interview with selection committee appointed by Gujarat Technological University and approval obtained from Gujarat Technological University Ahmedabad.
- v. In addition to your normal duties you may be called upon to undertake any other assignments given by the principal or management.
- vi. You won't be permitted to leave the service during the middle of the terms, even by giving due notice.
- vii. You cannot leave the country even during vacation without prior permission of the principal or management.
- viii. You will not be permitted to pursue further studies without prior written permission of the principal or management.
- ix. If any salary paid to you is held inadmissible, you will refund such amount to the institute on demand.
- x. Your appointment is a full time and does not permit you to engage yourself in any consulting, professional, tutorial and / or any such other outside work / activates either with or without remuneration.
- xi. You will be on probation for a period of two years from the date of joining and during this period the service can be terminated from either side with prior notice of one month or emoluments in lieu of the notice period to the institute, but you will not be permitted to leave the service during the middle of academic term. In such case relive order as well as experience certificate will be issued by the management.
- xii. The board of management reserves the right to amend modify alter or change the terms and conditions of service attached to the appointment.

Conti.....

This order is being sent / handed over to you in duplicate. If you are willing to accept the appointment one copy duly signed in you should to the undersigned immediately.

Yours Sincerely

Bina
02/18/14
I/c Principal

PRINCIPAL,
Smt. R. B. Patel Mahila Pharmacy College
ATKOT.

01 February 2015

Mr.Pareshkumar G
No 219,
Prabhudas Devdas Plot,
Mesvan 4,
Mesvan 362227.

Dear Mr.Pareshkumar G,

Offer letter

We are pleased to offer you the position of **Customer Service Officer** in our Organization. You will be initially posted at our **Ahmedabad Office**.

Your appointment letter will be issued on the date of joining. Your appointment letter will contain detailed salary information as well as terms and conditions of employment. Your services will be considered effective from the date of joining, after you complete all pre-employment formalities. If you are currently employed, then please inform the concerned employer of the same.

We also take this opportunity to inform, as part of our selection process we will be conducting several verifications, both prior to and post your commencement of employment with us. Please note that all information provided by you in your application form including your educational qualifications, previous employment and credit history would be verified. Discovery of any false information / material omission or any inability to meet our background screening requirements will lead to this offer of employment and your subsequent appointment being rendered null and void.

We look forward to your joining Computer Age Management Services Pvt Ltd., and contributing in a mutually beneficial manner.

Please sign and return a copy of this letter and a copy of the CAMS – Systems Security and Confidentiality statement of policy, as a token of acceptance.

This offer will be valid for a period of 30 days from the date of issue of this letter.

Yours Sincerely

For Computer Age Management Services Pvt. Ltd.,


K.Vijayakumar
Senior Manager - HRD

Name : _____

Signature : _____

Date of Joining : _____



8

01 February 2015

Mr.Pareshkumar G
No 219,
Prabhudas Devdas Plot,
Mesvan 4,
Mesvan 362227.

Dear Mr.Pareshkumar G,

Appointment Letter

We are pleased to appoint you as of **Customer Service Officer** of our company at a total **Cost To Company** of **Rs.162948.00/-** per annum from the date of joining on the following terms and conditions:

1. You will be initially posted at our office in **Ahmedabad**. However you may be transferred to any of our other offices.
2. You will be on probation for a period of six months. After that subject to your good performance during the probation period you will be confirmed in our service.
3. Any willful violation of terms & conditions contained in Employee Service Conditions during Probation period / Confirmation period will be termed as misconduct.
4. Your salary package will be as follows:

Cost to Company	Monthly	Annual
	Rs.ps.	Rs.ps.
Basic Salary	7700.00	92400.00
House Rent Allowance	3300.00	39600.00
Total	11000.00	132000.00
Employee Contribution :		
Provident Fund @ 12% (As per Act)	924.00	11088.00
ESI @ 1.75% (As per Act)	193.00	2316.00
Net Salary	9883.00	118596.00
Company Contribution :		
Provident Fund @ 13.61% (As per Act)	1048.00	12576.00
ESI @ 4.75% (As per Act)	523.00	6276.00
Gratuity @ 4% (As per Act)	308.00	3696.00
Bonus (As per Act)	700.00	8400.00
Cost to Company	13579.00	162948.00



Government Approved Contractor

Ref. : Mr. Rajesh N. Goraniya
Univercity Road,
Near Bagatsing Garden,
Gyan Jyot Boys Hostel,
Rajkot.
Mo. No. 9033327238

Date :
December 30, 2014

Dear Mr. Rajesh,

SUB: EMPLOYMENT OFFER AS "MANAGER FINANCE"

This refers to your application & to the subsequent interview you had with us. In this connection, we are pleased to offer you the post of "Manager Accounts" in our organisation on the following terms and conditions:

1. Your Place of Posting will be at our **Rajkot Head Office** located Hindustan Project, Twilight Building, 2nd Floor, H-10 Housing Board Society, Near Ashtron Under Bridge, Rajkot - 360 005..
2. You shall be responsible for Growth & Development of Total Accounting & Taxation Related Work.
3. You will report functionally and administratively to **Managing Director** and shall carry out other assignments as delegated to you from time to time.
4. You will be paid a total Remuneration of Rs. 1.80 Lacks p.a.
5. You will be on **probation for a period of six months** effective from the date of joining. After successful completion of probation, you will be confirmed in the services of the Company.
6. On Confirmation, you will be entitled for performance based Incentive as per Company's policy.
7. You shall produce the following documents prior or on joining our organization.
 - a) Proof of Qualification.
 - b) Proof of Age, Xerox of Pan Card.
 - c) Relieving letter from current employer.
 - d) Proof of Current Remuneration.
 - e) Reference of Two Responsible Person not related to you as per the format attached.

We will appreciate if you could send us a confirmation that these terms and conditions are acceptable to you and would join us at the earliest with an intimation to **Mr. Bheema Bhai Keshwala** on Cell No. **098250 75402**.

Please sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

Thanking you,

For, Hindustan Project,

Partner.

Regd. Office :
At. PAL, Mavdi Plot Main Road,
Rajkot-360 003. (Guj.)

Office :
Twilight Building, 2nd Floor, H-10 Housing Board Society,
Near Astron Under Bridge, Rajkot - 360005. (Guj.)

Ph. : 0281-2456647
Cell : 98 250 75 402
99 748 97 239

E-mail : hindustan_project@yahoo.com

PHONE : 91-22-4001 1920
91-22-4001 1921
91-22-4001 1922
FAX : 91-22-4001 1923



CIVIL ENGG. DIVN.
E-mail : gdcl@vsnl.com/gannonmumbai@gmail.com
Website: www.gannondunkerley.com

GANNON DUNKERLEY & CO., LTD.

A-501, BUSINESS SQUARE, 151, ANDHERI-KURLA ROAD,
CHAKLA, ANDHERI (EAST), MUMBAI-400093

— 6 JAN 2015

Ref: **BC/17/4364**

Mr. Vadoliya Ravikumar Dheerajbhai
AT- Gopal Nivas, Opp. Virambhai Vadi,
Mochi Nagar-6, Gandhigram, Rajkot,
Gujarat
Tel. No.-8866622202
Email-ravivadoliya88@gmail.com

Sub.: Offer of appointment

Dear Sir,

This has reference to your application for employment in our company and subsequent interviews. We are pleased to offer you the post of "Store Assistant (Mechanical)" for Reliance project at Jamnagar. One month's notice will be mandatory, if you wish to discontinue your services. However the management has the right to terminate your service without notice. You will be offered a consolidated remuneration of Rs.14,000/- (Rupees Fourteen thousand only). Taxes as applicable will be deducted at source. Bachelor accommodation will be provided at site.

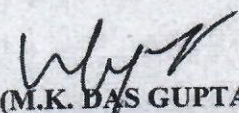
You are advised to coordinate and report on or before 15th January, 2015 at the following address for the further assignment.

GANNON DUNKERLEY & CO. LTD.,
C/O. Malabar Hotel,
Gandhinagar Main Road.
Opp. Bhoot Bunglow,
Panchvati, Jamnagar,
Gujarat.

Contact person: Mr. Dharmendra Singh- Dy. Manager HR / Admin-Mob No. 8511123747.

Thanking you,

Yours sincerely,
For GANNON DUNKERLEY & CO. LTD.


(M.K. DAS GUPTA)
SR. ASST. VICE PRESIDENT

CC : Site Admin (RIL)
CC : MO : Admin/Accts Dept
Cc : Coordinator.



GANNON DUNKERLEY & CO., LTD.

GENERAL TERMS AND CONDITIONS RELIANCE J3 PROJECT

The following terms and conditions would be applicable w.r.t. offer of your employment on contract in our company at Reliance Jamnagar project for one year subject to your satisfactory performance and your employment will be governed under company's rules & regulations.

1. It is to be clearly understood and as advised during interview that your appointment is being made exclusively for the above site /office but your work location could be moved to other site/location as per company's commitments. Further, no notice or salary in lieu of notice period or retrenchment compensation will be applicable or payable to you. The company reserves the right to terminate the assignment prior to completion of the above mentioned period, without assigning any reason/notice.
2. Your assignment has been given for a specified and fixed period. You will neither have any right nor lien on the job held by you. However in case you have valid reasons to leave before expire of contract period, one month written prior notice will be essential from your end for final clearance failing which one month or as applicable basis salary will be recovered from your outstanding dues.
3. The company expects your efficient, satisfactory and economical operation in the area of responsibilities assigned to you from time to time. You will maintain a high standard of discipline, integrity & secrecy. You will co-operate with management another employees working in the establishment under the overall command and control of the division/site management authorities.
4. You will not divulge restricted information's to any unauthorized person / other company's personnel in any manner, particularly on technical Operations, financial Administrative and / or Organizations confidential matters regarding any transactions or affairs of the company.
5. You will devote your whole time and attention to office alerted work and look after the interest of company's growth and will not engage yourself in any other work either paid or in honorary capacity any time during the contract period.
6. You would be authorized to avail 30 days leave in one year period with a credit of 15 days on your joining and balance 15 days after 6 month on pro-rata basis. Balance leave will not be carried forward to next year.
7. Unauthorized absence from duty or unapproved leave will result in loss of pay. Further violation of company rules, procedures & policies as laid down from time to time may invite administrative/disciplinary action including termination of assignment without any benefits / notice.
8. Subject to satisfactory performance report from authorities, Management reserves the right to extend your contract period and relocate you anywhere within the division projects during the period/extended period.

This arrangement shall stand automatically cancelled after one year of contract period from the date of joining unless renewed and will automatically get terminated on completion of Reliance Jamnagar project.

Yours sincerely,

For GANNON DUNKERLY & CO. LTD

(M.K. DAS GUPTA)

SR. ASST. VICE PRESIDENT

Name & signature

Vadoliya & Ravi D Heerabhai

Ravi D. Vadoliya

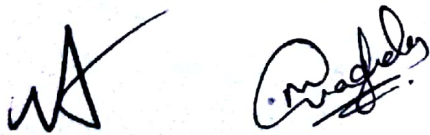
Date: 09/02/2015

Ms. Mausami Vaghela
27/B, New College Wadi,
Street No. 3, B/h Punjab Honda,
Opp. Sitvan Flats, Kalawad Road,
Rajkot - 360005
Gujarat.

Dear Mausami,

This has reference to our discussions. We are pleased to inform you that you are hereby appointed as **Sr. Officer - IRA - SRM** with Clarix Otsuka Private Limited (the "**Company**"). Your employment with the Company will be in accordance with the following terms and conditions:

1. Your appointment shall be effective from **09/02/2015**.
2. Job Responsibility : - Your responsibility is given in **Annexure 1**.
3. You will be paid remuneration of **Rs.11,600 /-** per month. The break up of monthly salary is provided in **Annexure 2**.
- 3.1. In addition to above, you will be entitled to leave travel allowance ("**LTA**") of **Rs. 3,000 /-** per year and statutory benefit of employees' provident fund whereby the Company will contribute **Rs. 815 /-** per month and the same amount will be deducted from your salary at the applicable rate. It will be deposited with The Regional Provident Fund Commissioner's office in Ahmedabad.
- 3.2. Your annual emoluments package (cost to the company) inclusive of your salary package, Company's employees' provident fund contributions, **LTA**, gratuity benefit & privilege leave which is encashable and other reimbursements is **Rs. 165,230 /-** per year. Benefits available under the Employees State Insurance Act, 1948 and Regulations there in will be additional.
4. You shall also be entitled to other discretionary benefits and perquisites, as applicable from time to time. The Company shall have the right to alter such benefits and perquisites.
5. You will be based at **Head Office**. However, your services are transferable at any place in India or abroad, as per the requirements of the Company, or if so required in any other division that the Company may deem fit in the above capacity or any other capacity.
6. Your appointment is and shall be subject to the policies, rules and regulations of the Company in force from time to time, and without prejudice to the other terms and conditions of this letter, you undertake to comply with all such policies, rules and regulations, as may be amended, at all times.
7. You agree and undertake that during the continuation of your employment with us:
 - 7.1. You shall not associate, in any capacity directly or through anyone else either part time or full time, with or without remuneration or on honorary basis with any business of an individual, company, partnership firm or concern without obtaining prior written permission from the Company.
 - 7.2. The provisions of this clause shall not restrict or prejudice to other rights and remedies available to the Company.



Clarix Otsuka Private Limited
(Formerly known as Clarix Otsuka Limited)
5th Floor, Clarix Corporate Headquarters,
Nr. Parimal Crossing, Ellisbridge, Ahmedabad 380 006, India.
Tel: +91-79-26563331, 66309339 Fax: +91-79-26408053
www.clarixotsuka.com
(CIN : U24230GJ2012PTC072692)

8. In accordance with the Company's policies, all employees shall avoid conflict between their personal interests and the interests of the Company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company. Noted below are a few examples of conflict of interest -
- 8.1. For an employee to serve in or be associated with any company or organization doing or seeking to do business with the Company or its affiliates in any capacity.
 - 8.2. For an employee to use or release to a third party, any data on decisions, plans, competitive bids or any other information concerning the Company.
 - 8.3. For an employee or any dependent member of his family,
 - a) To accept commission, a share in profits or other payments, loans, (other than with established banking or financial institutions) services from any individual or organization doing or seeking to do business with Company.
 - b) To have an interest in any organisation which has business dealings with the Company where there is an opportunity for preferential treatment to be given or received.
 - c) To have any dealing with the Company or any of its affiliates, or with any other company, firm or individual who is seeking to become a contractor, supplier or customer of the Company or its affiliates.
9. You covenant and undertake to the Company that :
- 9.1. You at any time during your employment with the Company in any form, or any time there after in future shall not use or misuse or divulge or share the information directly or indirectly, disclose, reproduce, reverse engineer, decompile, disassemble, or transfer in whole or in part any data, information, trade secrets .
 - 9.2. The Company shall enjoy forever the exclusive sole ownership of intellectual property rights and the rights for commercial exploitation of all work that may be undertaken or done by you, whether individually or jointly with others, independently or in a group including the rights to all publications that may be published by you based on the work being done by the Company in general and by you or others in the Company in particular, during your employment with the Company or any time thereafter. It shall be Company's prerogative to decide whether to secure the intellectual property rights and/or exploit its commercially in the form of patents, trademarks, copyrights, design, etc. , and also with respect to the territory as to when and where the same have to be secured. The Company's exclusive and sole ownership of intellectual property rights and for the rights for its commercial exploitation shall extend to the whole world. You hereby undertake to sign and execute any and all documents required by the Company in the process of exercising its rights mentioned above and also give an irrevocable and unconditional authority to the Company to represent you and sign on your behalf for any matter with respect to exercising its rights mentioned above and also confirm that you will be available for representation and/or signing any documents at any time in future if so required by the Company in the process of exercising its rights mentioned above. It is also agreed upon that the Company's such exclusive and sole membership and right shall include findings, discoveries, inventions, or development other than and/or over and above the specific objectives of the activity in the Company and specific projects therein.

Further, it is agreed that the Company is fully authorized to institute suits or proceeding and prosecute such persons as the Company may consider expedient against anyone, including you, for recovery of damages, losses, loss of profits, penalty for infringement of its above referred rights and to secure to the Company the full assistance in such proceedings.

- 9.3. At the time of leaving the services of the Company or your services being terminated by the Company, which shall include your transfer from one work/department in the Company or its group/associated companies, you shall handover all information, data, documents and papers pertaining to the Company and your work, as well as about the Company, its operations and plans, its associate concerns, and all those associated with them, and shall not retain any of the same in original or copy including photocopy or handwritten or floppy or filmed version.
- 9.4. During your association with the Company or any time thereafter, for a period of three years, you will not be associated in any manner whatsoever, directly or indirectly, for consideration or otherwise, commercially/professionally or as a hobby, as an employee, partner, director, trustee, associate or in any of the capacity whatsoever with any work or activity similar or allied to the one/s as that are being undertaken and are being proposed to be undertaken by the Company.
- 9.5. You shall not take out any information, data, document or paper out of the Company's premises except for bonafide purpose during your employment with the Company or thereafter.
- 9.6. You shall not publish, present or publicise in any way, information or findings of the work being done by you and others in the Company without the Company's written approval.
- 9.7. In the event of violation of any of these conditions, you will be liable to compensate and indemnify the Company all losses and damages that the Company may incur in the process.
- 9.8. You agree and confirm the above consideration of the employment offered to you without any expectation of any additional compensation, in cash or kind or otherwise, immediate or in future, and are doing so as per normal business ethics and terms of employment.
10. During your visit to or stay in a foreign country,
 - 10.1. You will follow and comply with all laws, practices, customs, rules and regulations of such foreign country.
 - 10.2. You shall not attend or undertake any work or activity not related to your official work.
 - 10.3. You shall conduct yourself with decency, decorum and propriety and shall not indulge in any activity or action which may damage reputation of the Company and Country.
 - 10.4. You shall keep record(s) of the observation and information received during such tours abroad and submit written reports there of from time to time.
11. You shall conduct yourself with discipline and professional ethics within the Company as well as outside and shall make your best efforts to protect further interest of the Company to the maximum extent possible.
 - 11.1 Your will be on probation/training for a period of **3 Months** which may be extended at the sole discretion of the Company if your performance is not found satisfactory. On successful

completion of the period of probation/training, your services will be confirmed in writing.

- 11.2. No notice shall be required for termination before your services are confirmed. After confirmation, your services may be terminated from either side by serving relevant months of notice period or by paying salary in lieu of notice period, as per your designation at the time of leaving; however, Company will have sole discretion to waive off the notice period, and for which no notice pay is required to be made. As per your current designation, the notice period or pay will be of **1 month** which is applicable after your confirmation.
- 11.3. Your services shall be terminated forthwith or without any notice if at any time during the currency of employment, you are found guilty of misconduct, an act of indiscipline, disobedience, insubordination, incivility, insobriety, dishonesty or corrupt practice or breach of any of the terms or conditions of this appointment or if you are found to be unfit or incompetent to discharge the duties attached to your office or entrusted to you, or if you are declared bankrupt or insolvent.
- 11.4. Before leaving the employment of the Company you will have to produce no due certificate as required by the Company to facilitate settlement of your accounts.
12. You will be required to undergo the medical tests/examinations as and when asked by the Company. If, you become physically or mentally disabled as per the determination of a physician appointed or selected by the Company, or, if due to any physical or mental condition, you are unable for a period of more than **30** days during any **3** month period to perform your duties under this Agreement on substantially a full-time basis, as determined by a physician selected by the Company, the Company may, at its option, terminate your employment upon not less than **30** (thirty) days' written notice.
13. You undertake that as soon as you are aware that you are associated with any Company / firms / individuals who are / were associated directly or indirectly with the Company either as suppliers or distributors or stockiest or service provider or in any other manner whatsoever you would inform the Company (the Personnel department) within 48 hours. You agree and confirm that you shall not induce or make any efforts to induct any of your family members or relatives or other individuals or Company / firms to associate with the Company in any manner such as suppliers or distributors, agents, consultants, etc., without the prior written consent of the Company for any reason whatsoever or in any manner which can cause prejudice.
14. You have not committed any offence or crime or any act which is in contravention of Laws prevailing in India or else where and you confirm that you are not associated or convicted in any criminal proceedings and there is no litigation pending against you in any nature and manner before any court, forum, authorities etc. in India and abroad. Further you also undertake that in case during your employment with the Company if you are in knowledge of any such litigations or offence in which you are involved you should inform the Company (the Personnel Department) within 48 hours of your knowledge or notice to you of such litigations.
15. You have no professional or personal relationship with any competitor of the Company and will not associate, in any capacity directly or through anyone else either part time or full time, or as a consultant with or without remuneration or on honorary basis with any competitor of an individual, any company, partnership firm or concern without obtaining prior written permission from the Company.
16. In the event of any dispute Ahmedabad will be treated as the place where the dispute has arisen. You and the Company shall make efforts to resolve all disputes amicably by discussions. If the disputes cannot be resolved by discussions within a period of 30 (thirty) days

of the dispute arising, then such disputes shall be resolved by arbitration before a sole arbitrator to be appointed jointly by you and the Company. The venue for the arbitration will be Ahmedabad and the arbitration shall be conducted in accordance with the Arbitration and Conciliation Act, 1996. All disputes in connection with your employment and this letter will be subject to Ahmedabad jurisdiction only, irrespective of the place of your posting at the time of arising of dispute.


You are requested to return the duplicate copy of this appointment letter duly signed by you as a token of your formal acceptance of the terms and conditions of the appointment.

We look forward to a mutually beneficial association for years to come.

Thanking you,

Yours sincerely

For Claris Otsuka Private Limited


Amit Odhavaya
General Manager - Personnel & IR

I have carefully read and have fully understood various terms and condition(s) of my employment stated above and I hereby accept and give my consent there to and will abide by them accordingly.

I acknowledge receipt of the appointment letter in original.

Place: AHMEDABAD


(Signature)

Date: 14/03/15

Name: MAUSAMI C. VAGHELA

Annexure – 1


Job Responsibility :-

- I. To ensure timelines are met for the project submissions including dossier, query response, variations annual report, renewal procedures and all other regulatory applications.
- II. To possess and update knowledge on product submission in Semi regulatory market, regulated market, current guidelines i.e. ICH, EMEA etc.
- III. To aid & ensure the Product Registration dossiers are compiled on timely manner.
- IV. To approve / reject the technology transfer documents.
- V. To be responsible for budget approval from time to time, for timely dossier submission.
- VI. To monitor the regulatory compliance.
- VII. To communicate with regulatory authority in case some issue is there in obtaining approval for the product, regulatory authority is not accepting our proposal leading to rejection.
- VIII. To raise an alarm in case regulatory non-compliance is seen.

You will also be responsible for any other work, which may be assigned to you by the management from time to time.

I have carefully read and have fully understood Job Responsibility and hereby accept and will abide by them.

Place: AHMEDABAD



(Signature)

Date: 14/03/15

Name: MAUSAMI C. VAGHELA



Annexure 2
Salary Break Up

Sr. No.	Salary Component	Amount (Rs)
(1)	Basic Salary	4,530.00
(2)	High Cost Allowance	2,265.00
(3)	House Rent Allowance	755.00
(4)	Transportation Allw.	800.00
(5)	Sp.Child Education Allw.	100.00
(6)	Medical Expense	500.00
(7)	Business Attire	1,000.00
(8)	Lunch Allw.	1,000.00
(9)	Veh.Rep.&Mnt.for Bike	650.00
Total Salary		11,600.00


All the above allowances except Transportation Allowance, Child Education Allowance and Prepaid Food Vouchers require submission of proof of expenditure for taxation benefits. In case the proofs are not submitted, respective amounts will attract income tax.

The bills should be submitted to the corporate taxation department as per guidelines. While sparing no efforts to aid you in case of any doubts or queries, the company will on no account be responsible in case of non-compliance.

If you have any queries or need any clarifications, please feel free to contact Taxation Department.

I have carefully read and have fully understood various terms and condition(s) of my employment stated above and I hereby accept and will abide by them.

Place: AHMEDABAD



(Signature)

Date: 14/03/15

Name: MAUSAMI C. VACHELA

