

MARWADI
SHARES | COMMODITY | DEPOSITORY

==: OFFER LETTER :=

To:-
MR/MS HARMISH RAMESHBHAI NANDHA
HOUSE NO. 32,
SHREEJI KRUPA BANGALOW,
NR. AALAP HERITAGE, NANA MAUVA MAIN ROAD,
RAJKOT - 360004, Mobile:-9913395636

28/01/2019

Dear **MR/MS HARMISH RAMESHBHAI NANDHA**,

Subject :- Offer for the post of EXECUTIVE (CUSTOMER SUPPORT) at RAJKOT.

With reference to your application and the subsequent interview you had with us on 28/01/2019, we are pleased to offer you a **EXECUTIVE** title reporting to **GRISHMAK MANSUKHBHAI RANPARIA**, **EXECUTIVE**

This is a full-time position; the company will pay you a starting **Rs. 197,184 annually CTC per year** in accordance with company's standard payroll schedule, beginning **Monday, 11 of February 2019**.

Initially, you will be on probation for 6 months (**If you have not cleared appropriate NISM/MF Exam during the probation period then probation period will extended for next six (6) months**) and on successful completion of the probation you will be absorbed in the company. While you are employed at **MARWADI SHARES & FINANCE LIMITED**, you will not engage in any other employment that would create a conflict of interest with the company.

By signing this letter of agreement, you confirm that you have no contractual agreement or other legal obligations that would prohibit you from performing your duties for the Company.

A detailed set of terms and conditions governing your services with the company will have to be signed at the time of joining the Company.

Please confirm your joining with the Company on or before **11 February, 2019**.

We welcome you to "**MARWADI FAMILY**".

MARWADI SHARES & FINANCE LIMITED



JITENDRA TANK

SR. MANAGER

* I accept above offer and will join on date:- 11/02/2019

Harmish. N

[MR/MS HARMISH RAMESHBHAI NANDHA]

[Employee Signature]

Marwadi Shares and Finance Limited.

Reg. & Corp. Office : Marwadi Financial Plaza, Nana Mava Main Road, Off. 150 Feet Ring Road, Rajkot - 360 001. (India)
☎ +91 - 281 - 233 2001/717 4000 ☎ +91 - 281 - 233 1145 ✉ inquiry@marwadionline.net 🌐 marwadionline.com
Member : NSE, BSE, NSDL, CDSL CIN No. U65910GJ1992PLC017544





**Delivery - Teamwork - Detail
Integrity - Social Responsibility - Energy**

*Offer and employment subject to verification of any requested original documents.
Subject to agreement of terms detailed in the "Appointment letter & employee agreement contract".*

Offer valid for next 48 hours only

Dear Hiloni Davda,

26th February 2019

We are very pleased to extend you an offer to join Oxygen Healthcare Research Pvt. Ltd. In our discussions with you we were impressed by your potential and attitude. Most importantly we believe that we would enjoy working with you.

We believe that we can offer you a unique people culture to work in and develop your skills. We work on a global level and you will have a vital part in a young and dynamic organisation, every person matters in o2h. You will work with talented colleagues who have a passion for science and who are determined to achieve the extraordinary and achieve a scientific break-through from Gujarat, India.

Oxygen Healthcare (o2h) has a vision for creating a path-breaking model for taking pioneering medical discoveries to the world which are designed or co-designed in Gujarat, India. o2h will be seeding a pipeline of early stage research projects from its state-of-the-art biotechnology incubator in therapeutic classes such as cancer, inflammation and other rare diseases. o2h will utilise its core expertise in medicinal chemistry, computational chemistry and biology to secure early out-licensing or partnership opportunities for its proprietary Intellectual Property (IP) and patents.

You would be required to work in shifts. On occasions, you would be required to work in First shift (07:00 am to 03:00 pm) or General shift (09:00 am to 06:15 pm) or Special Adjusted General shift (11:00 am to 08:00 pm) as per the business needs.

We are delighted to offer you the grade of **Research Associate – Analytical – Trainee**.

Date of Joining: 3rd June 2019

The CTC (Cost To Company) pay will be **Gross INR 2.16 Lakhs per annum**.

The annual package could total INR. 2.16 Lakhs + INR. 0.24 Lakhs (subject to performance) = INR.2.40 Lakhs.

The performance bonus which is subject to performance could be **INR 0.24 Lakhs** per annum payable in end of financial year in March. An overall, 'Excel', 'Above Expectation', or 'Succeeds' performance rating will result in the performance bonus being paid in full. An overall 'Needs Improvement' or 'Needs Significant Improvement' means that the bonus will be discretionary and may not be paid in full, and in such a case the performance bonus will be payable according to an assessment of the Directors in consultation with the team and other parties and collaborators with whom you have worked with. No other bonus at Diwali time will be payable.

This offer has been proposed considering the present market salary and o2h salary structure towards your future association with o2h. You are therefore requested to keep the offer confidential to avoid any internal disparity inside the team.

You will be issued an "Appointment Letter & Employment Agreement Contract" giving terms & conditions of your employment after the final certificates are submitted. The same shall be binding upon you.

"While you are employed in o2h you are not allowed to carry any other full time or part time businesses, job, free lancing work during or after completion of office hours. Please note that, such activities during employment of o2h will be considered as a violation of agreement and we may take action against such violation".

You are requested to produce all the necessary documents at the time of reporting for your duties. The separate list is enclosed with the mail of offer.



**Delivery - Teamwork - Detail
Integrity - Social Responsibility - Energy**

This package, we believe, reflects our confidence in you as an individual and recognises your potential contribution to the success of the company. We very much look forward to start working with you at the earliest. If you have any questions please do not hesitate to contact Sujith Nair on +91 95581 27249 or Bhargavi Jansari on +91 98987 60262. Please send us the scanned copy of the offer letter signed after confirmation to sujith@o2h.com and bhargavi@o2h.com.

Regards,

A handwritten signature in black ink, appearing to read 'Sujith', with a stylized flourish extending from the end.

Sujith Nair

Employee: Hiloni Davda



INTAS PHARMACEUTICALS LIMITED

Corporate House : Near Sola Bridge, S.G. Highway, Thaltej, Ahmedabad - 380054. Gujarat. INDIA.

Ph.No. : 079-39837000, Website : www.intaspharma.com, CIN - U24231GJ1985PLC007866

IPL/OFFER/20112343/2020
FEBRUARY 03, 2020

Mr. ANKIT AJITBHAI CHAUHAN
SARASWATI NAGAR
BEHIND FORTUNE HOTEL
STREET NO.13,MAVDI
RAJKOT - 360004
GUJARAT

Dear Mr. CHAUHAN,

With reference to your application and the interview you had with us, the management is pleased to offer you the position of a **TRAINEE BUSINESS EXECUTIVE** in **XENITH Division** of our organisation on the following terms :

1. The training will commence on your joining our organisation.
2. You will be working as a trainee for period of Six months from your date of joining and training can be extended as per Management Discretion. During the training period, Management reserves the right to terminate your traineeship without any prior notice or without any compensation as well as without assigning any reason whatsoever.
3. During the training period as BE trainee You will be paid remuneration and allowances as per company's rules.
4. You are required to participate in classroom training as and when arranged by the company for BE Trainees.
5. You will have to successfully complete the field training at **RAJKOT** Head Quarter or at any location assigned by the the organisation. During the field training, you will be paid Daily Allowance as applicable to BE Trainee at the assigned Location.
6. The formal letter of Traineeship will be issued to you later subject to your submission of all mandatory documents/testimonials at the time of joining and receipt of satisfactory references about you.
7. Upon confirmation you will be taken in the regular service of the company as BE, and placed in appropriate grade applicable to BE and will entitled to other allowances in accordance with the rules of the company.
8. You are requested to sign the duplicate copy of this offer letter and report to **Mr. HEMANSHU J. KANSARA-RBM-SURAT (MOB.- 9998962479)**. If you fail to submit the joining report endorsed by the assigned person within 10 days of receipt of the offer letter, this offer shall be deemed withdrawn.

Cont..2



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20112343-CHAUHAN

SUKANT THAWAIT
Associate Vice President - HRD (Field)

We are extremely happy to welcome you in our organisation and we have firm confidence that you will give forth nothing but the best and you will justify the faith that the management has reposed in you.

Yours faithfully,
for **Intas Pharmaceuticals Ltd.**

Associate Vice President - HRD (Field)

Endorsement : I accept and confirm the above arrangement.

Signature : _____

Place : _____

Date : _____

NOTE: You are required to submit the following documents at the time of joining the organisation.

1. One set of photocopies of the following certificates:
 - A) School leaving certificate indicating date of birth.
 - B) Qualifying examination - degree certificate/mark sheets ((SSC, HSC, Graduation, Post-Graduation, etc).
 - C) Previous work experience certificates (if applicable).
 - D) Any other relevant documents supporting your skills & achievements.
 - E) PAN Card copy with your signature.
 - F) Address proof (Driving license/Election card/Aadhaar card/Passport /Electricity or Landline Telephone bill).
2. If employed, relieving letter/ acceptance of resignation from the current employer.
3. If employed, last 3 months salary slips & latest increment letter from the current employer.
4. 2 passport size latest color Photographs.

If you fail to submit the above required documents, we shall not be able to issue the appointment letter.

Encl : Salary Details



INTAS PHARMACEUTICALS LIMITED

Corporate House : Near Sola Bridge, S.G. Highway, Thaltej, Ahmedabad - 380054. Gujarat. INDIA.

Ph.No. : 079-39837000, Website : www.intaspharma.com, CIN - U24231GJ1985PLC007866

IPL/OFFER/20111320/2019
JULY 18, 2019

Mr. JATIN CHOVIYA
148/2, JK PARK STREET NO 1
OPPOSITE SWATI WATER TANK KOTHARIYA
MAIN ROAD
RAJKOT - 360002
GUJARAT

Dear Mr. CHOVIYA,

With reference to your application and the interview you had with us, the management is pleased to offer you the position of a **TRAINEE BUSINESS EXECUTIVE** in **ALTIMA Division** of our organisation on the following terms :

1. The training will commence on your joining our organisation.
2. You will be working as a trainee for period of Six months from your date of joining and training can be extended as per Management Discretion. During the training period, Management reserves the right to terminate your traineeship without any prior notice or without any compensation as well as without assigning any reason whatsoever.
3. During the training period as BE trainee You will be paid remuneration and allowances as per company's rules.
4. You are required to participate in classroom training as and when arranged by the company for BE Trainees.
5. You will have to successfully complete the field training at **RAJKOT** Head Quarter or at any location assigned by the the organisation. During the field training, you will be paid Daily Allowance as applicable to BE Trainee at the assigned Location.
6. The formal letter of Traineeship will be issued to you later subject to your submission of all mandatory documents/testimonials at the time of joining and receipt of satisfactory references about you.
7. Upon confirmation you will be taken in the regular service of the company as BE, and placed in appropriate grade applicable to BE and will entitled to other allowances in accordance with the rules of the company.
8. You are requested to sign the duplicate copy of this offer letter and report to **Mr. VIRAL R PATEL-SR. RBM-AHMEDABAD (MOB.- 8905958540)**. If you fail to submit the joining report endorsed by the assigned person within 10 days of receipt of the offer letter, this offer shall be deemed withdrawn.

Cont..2



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20111320-CHOVATIYA

SUKANT THAWAIT
SR. GENERAL MANAGER - HRD (Field)

We are extremely happy to welcome you in our organisation and we have firm confidence that you will give forth nothing but the best and you will justify the faith that the management has reposed in you.

Yours faithfully,
for **Intas Pharmaceuticals Ltd.**

SR. GENERAL MANAGER - HRD (Field)

Endorsement : I accept and confirm the above arrangement.

Signature : _____

Place : _____

Date : _____

NOTE: You are required to submit the following documents at the time of joining the organisation.

1. One set of photocopies of the following certificates:
 - A) School leaving certificate indicating date of birth.
 - B) Qualifying examination - degree certificate/mark sheets ((SSC, HSC, Graduation, Post-Graduation, etc).
 - C) Previous work experience certificates (if applicable).
 - D) Any other relevant documents supporting your skills & achievements.
 - E) PAN Card copy with your signature.
 - F) Address proof (Driving license/Election card/Aadhaar card/Passport /Electricity or Landline Telephone bill).
2. If employed, relieving letter/ acceptance of resignation from the current employer.
3. If employed, last 3 months salary slips & latest increment letter from the current employer.
4. 2 passport size latest color Photographs.

If you fail to submit the above required documents, we shall not be able to issue the appointment letter.

Encl : Salary Details



Date: 16 Dec 2018

Ms Kadivar Sweety Bharatbhai
Changela Str Nr New Water Tank
Gomta Tal Gondal Dist
Rajkot 360320

Employee No: 1532782
Dear Ms Kadivar Sweety Bharatbhai

Appointment Letter

We are pleased to appoint you in our organization as Officer Credit Operations subject to the following terms and conditions:

1. Your contract will commence from 16 Dec 2018 and expire on 15 Dec 2019 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 16 Dec 2018 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

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Doc ID: TL/2593A468B46

8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.
9. The salary payout will be made latest by 9th of the following month.
10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.
11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.
12. During your employment with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you, this Appointment Letter would stand cancelled/revoked.

We at TeamLease would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of terms and conditions.

TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to TeamLease through email or through the toll free number which is provide to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed



(Authorized Signatory)



Signature and date:

Name: KADIVAR SWEETY BHARATBHAI

Salary Annexure

Employee No: 1532782

Particulars	Amounts
Basic	3150
House Rent Allowance	1260
Conveyance	1600
Employer PF Contribution	378
ESIC - Employer	499
Works Allowance	3796
Statutory Bonus	694
Total Amount	11377
Amount In Words(Rs)	Eleven Thousand Three Hundred Seventy Seven rupees

Net Pay Annexure

EARNINGS	Amounts
Basic	3150
House Rent Allowance	1260
Conveyance	1600
Works Allowance	3796
Statutory Bonus	694
Gross Earnings	10500
DEDUCTION *	Amounts
Employee ESI	184
Employee PF	378
Professional Tax	150
Total Deduction	712
Net Salary	9788

* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961

** Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

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



SPIL/COR/HRD/22215/19
September 5, 2019

Mr Kaushik T Bheshdadiya
Vavdi Road
Jank Nagar Society 2
Opp Patel Vadi
Morbi

Dear Mr Bheshdadiya,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Trainee Officer - NPQC** in the **G12C** grade in our organization to be based at **Halol**. You shall be on training for a period of one year.

This offer is contingent upon successful completion of a Background Check, including a check of your employment references, education, criminal check etc. This offer can be rescinded, and/or your employment terminated, based upon data received in the verification.

Our formal letter giving detailed terms and conditions of your employment shall be issued upon your joining duty, subject to finding information mentioned in Personal Information Form as accurate, your providing us with a relieving letter from your present organisation and you being found medically fit after examination by a medical practitioner not less than MBBS.

The detail of Medical Tests to be conducted, BGV Authorization Note and required documents at time of joining are given in the separately enclosed letters.

Please sign the duplicate copy of offer letter indicating your acceptance and date of joining, BGV authorization note and return the same to us for our records.
As mutually agreed, you have accepted to sign a service bond for a period of 2 years.
With best wishes

Yours sincerely

For SUN PHARMACEUTICAL INDUSTRIES LTD.

AUTHORISED SIGNATORY

Accepted and agreed to join on or before

Signature



**Delivery - Teamwork - Detail
Integrity - Social Responsibility - Energy**

*Offer and employment subject to verification of any requested original documents.
Subject to agreement of terms detailed in the "Appointment letter & employee agreement contract".*

Offer valid for next 48 hours only

Dear Kinjal Markana,

27th April 2019

We are very pleased to extend you an offer to join Oxygen Healthcare Research Pvt. Ltd. In our discussions with you we were impressed by your potential and attitude. Most importantly we believe that we would enjoy working with you.

We believe that we can offer you a unique people culture to work in and develop your skills. We work on a global level and you will have a vital part in a young and dynamic organisation, every person matters in o2h. You will work with talented colleagues who have a passion for science and who are determined to achieve the extraordinary and achieve a scientific break-through from Gujarat, India.

Oxygen Healthcare (o2h) has a vision for creating a path-breaking model for taking pioneering medical discoveries to the world which are designed or co-designed in Gujarat, India. o2h will be seeding a pipeline of early stage research projects from its state-of-the-art biotechnology incubator in therapeutic classes such as cancer, inflammation and other rare diseases. o2h will utilise its core expertise in medicinal chemistry, computational chemistry and biology to secure early out-licensing or partnership opportunities for its proprietary Intellectual Property (IP) and patents.

You would be required to work in shifts. On occasions, you would be required to work in First shift (07:00 am to 03:00 pm) or General shift (09:00 am to 06:15 pm) or Special Adjusted General shift (11:00 am to 08:00 pm) as per the business needs.

We are delighted to offer you the grade of **Research Associate – Trainee**.

Date of Joining: 3rd June 2019

The CTC (Cost To Company) pay will be **Gross INR 2.16 Lakhs per annum**.

The annual package could total INR. 2.16 Lakhs + INR. 0.24 Lakhs (subject to performance) = INR.2.40 Lakhs.

The performance bonus which is subject to performance could be **INR 0.24 Lakhs** per annum payable in end of financial year in March. An overall, 'Excel', 'Above Expectation', or 'Succeeds' performance rating will result in the performance bonus being paid in full. An overall 'Needs Improvement' or 'Needs Significant Improvement' means that the bonus will be discretionary and may not be paid in full, and in such a case the performance bonus will be payable according to an assessment of the Directors in consultation with the team and other parties and collaborators with whom you have worked with. No other bonus at Diwali time will be payable.

This offer has been proposed considering the present market salary and o2h salary structure towards you future association with o2h. You are therefore requested to keep the offer confidential to avoid any internal disparity inside the team.

You will be issued an "Appointment Letter & Employment Agreement Contract" giving terms & conditions of your employment after the final certificates are submitted. The same shall be binding upon you.

"While you are employed in o2h you are not allowed to carry any other full time or part time businesses, job, free lancing work during or after completion of office hours. Please note that, such activities during employment of o2h will be considered as a violation of agreement and we may take action against such violation".

You are requested to produce all the necessary documents at the time of reporting for your duties. The separate list is enclosed with the mail of offer.



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This package, we believe, reflects our confidence in you as an individual and recognises your potential contribution to the success of the company. We very much look forward to start working with you at the earliest. If you have any questions please do not hesitate to contact Sujith Nair on +91 95581 27249 or Bhargavi Jansari on +91 98987 60262. Please send us the scanned copy of the offer letter signed after confirmation to sujith@o2h.com and bhargavi@o2h.com.

Regards,

A handwritten signature in dark ink, appearing to read 'Sujith', is written over a light blue circular stamp.

Sujith Nair

Employee: Kinjal Markana



**Delivery - Teamwork - Detail
Integrity - Social Responsibility - Energy**

*Offer and employment subject to verification of any requested original documents.
Subject to agreement of terms detailed in the "Appointment letter & employee agreement contract".*

Offer valid for next 48 hours only

Dear Mansi Solanki,

27th April 2019

We are very pleased to extend you an offer to join Oxygen Healthcare Research Pvt. Ltd. In our discussions with you we were impressed by your potential and attitude. Most importantly we believe that we would enjoy working with you.

We believe that we can offer you a unique people culture to work in and develop your skills. We work on a global level and you will have a vital part in a young and dynamic organisation, every person matters in o2h. You will work with talented colleagues who have a passion for science and who are determined to achieve the extraordinary and achieve a scientific break-through from Gujarat, India.

Oxygen Healthcare (o2h) has a vision for creating a path-breaking model for taking pioneering medical discoveries to the world which are designed or co-designed in Gujarat, India. o2h will be seeding a pipeline of early stage research projects from its state-of-the-art biotechnology incubator in therapeutic classes such as cancer, inflammation and other rare diseases. o2h will utilise its core expertise in medicinal chemistry, computational chemistry and biology to secure early out-licensing or partnership opportunities for its proprietary Intellectual Property (IP) and patents.

You would be required to work in shifts. On occasions, you would be required to work in First shift (07:00 am to 03:00 pm) or General shift (09:00 am to 06:15 pm) or Special Adjusted General shift (11:00 am to 08:00 pm) as per the business needs.

We are delighted to offer you the grade of **Research Associate – Trainee**.

Date of Joining: 3rd June 2019

The CTC (Cost To Company) pay will be **Gross INR 2.16 Lakhs per annum**.

The annual package could total INR. 2.16 Lakhs + INR. 0.24 Lakhs (subject to performance) = INR.2.40 Lakhs.

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You will be issued an "Appointment Letter & Employment Agreement Contract" giving terms & conditions of your employment after the final certificates are submitted. The same shall be binding upon you.

"While you are employed in o2h you are not allowed to carry any other full time or part time businesses, job, free lancing work during or after completion of office hours. Please note that, such activities during employment of o2h will be considered as a violation of agreement and we may take action against such violation".

You are requested to produce all the necessary documents at the time of reporting for your duties. The separate list is enclosed with the mail of offer.



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This package, we believe, reflects our confidence in you as an individual and recognises your potential contribution to the success of the company. We very much look forward to start working with you at the earliest. If you have any questions please do not hesitate to contact Sujith Nair on +91 95581 27249 or Bhargavi Jansari on +91 98987 60262. Please send us the scanned copy of the offer letter signed after confirmation to sujith@o2h.com and bhargavi@o2h.com.

Regards,

A handwritten signature in black ink, appearing to read 'Sujith', with a stylized flourish extending from the end.

Sujith Nair

Employee: Mansi Solanki

December 31, 2018

Ref:HDBFS/18-19/HRIC67132/Appt/M30029

Mr.Mehta Meet Tusharbhai ,
No- 2/B , Jalaram Krupa ,
Panchwati Society St No-6,
Amin Marg ,
Near Panchwati Hall,
Rajkot-360001

Dear Mr.Mehta Meet Tusharbhai ,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SALES EXECUTIVE on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

- a) Your duties and responsibilities will be explained to you on your joining the Company.
- b) Your initial place of posting will be at RAJKOT. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.
- c) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.
- d) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.

Registered Office : Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 009.

- e) You will be responsible for the safe keeping and return in good condition and order, of any properties and / or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and / or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.
- f) You shall not, during your employment with the Company or at any time thereafter, discuss, divulge, or make public, directly or indirectly, to any individual, firm, company or person of any nature whatsoever, any information, processes, policies, documents, research, development, finances, properties, contracts, methods, trade secrets, transactions, or generally in relation to the business and affairs of the Company (including its subsidiaries and associate companies) or its clients, customers, employees, management, or business associates, which you may acquire during the course of, or which may otherwise come to your knowledge or possession during the course of your employment with the Company.
- g) Upon the termination of this letter of appointment, you will be required to comply with the Company's exit formalities.
- h) If at any time, you are found to be overstaying your sanctioned leave or are absent from work without permission for a period exceeding 5 (five) consecutive days or are found to be habitually absent or are otherwise found guilty of dishonesty, disobedience, fraud, insubordination, riotous and disorderly behaviour, negligence, indiscipline or any other act of misconduct (as determined by the Company in its sole discretion), then the Company will be entitled to terminate your services with immediate effect without giving you a notice or salary in lieu thereof.
- i) Nothing contained herein constitutes a guarantee of employment. Your performance shall continuously be evaluated by the Company. If you are found to be incompetent in the discharge of your duty or do not meet the productivity norms, your services shall be terminated. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards. The final decision of the management in this regard shall be final.
- j) Notwithstanding anything contained in the above paragraphs, your services may be terminated by the organization if you are found to be indulging in acts of commission / omission which may be prejudicial to the interest of the organization, or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in discharge of duty on your part.
- k) In the event of any allegation of misconduct against you, the Company will initiate disciplinary proceedings against you as per its rules in this regard.
- l) You will keep the Company informed of any change in your residential address or in any of the other information pertaining to you as provided to the Company. All communication sent by the Company on the address registered in our records, will be construed as communication served on you.

- m) You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.
- n) This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.
- o) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.
- p) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.
- q) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights" (as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.
- r) You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.
- s) Your appointment will be subject to the organization receiving satisfactory references and Contact Point verification report.
- t) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.
- u) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

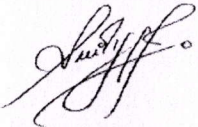
You are requested to join no later than January 15, 2019.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining:

- a) Copy of Educational Certificates and Marksheets (Xth, XIIth, Graduation, Post Graduation)
- b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
- c) Duly signed duplicate copy of Appointment Letter
- d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.

Yours Sincerely,
For HDB Financial Services Ltd.


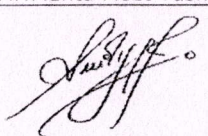


Smily Mehra
HBL Global - a division of HDB Financial Services Limited.

AGREED AND ACCEPTED

Mr. Mehta Meet Tusharbhai

Annexure A

 HDB FINANCIAL SERVICES	Compensation Breakup	
Name	MR.MEHTA MEET TUSHARBHAI	
Role	Sales Executive	
Grade	G7	
Location	Rajkot	
Annual Compensation Break up		HDBFS Monthly
Basic	70,872	5,906
HRA	28,356	2,363
Conveyance Allowance	14,172	1,181
Provident Fund (Employer's contribution)	8,508	709
Gross Salary (A)	1,21,908	10,159
ESIC (Employer's contribution)----(B)	5,386	449
Gratuity----- (C)	3,409	284
Total Fixed Compensation (D=A+B+C)	1,30,703	10,892
Note:		
This Offer is subject to positive reference checks & CIBIL report check. Your acceptance of the offer will be considered as consent for accessing your CIBIL report.		
Employee and Employer's contribution towards ESI will be 1.75% & 4.75% respectively		
You will be entitled to Performance Incentive Plan as per Company Policy		
Gratuity is as per "The Payment of Gratuity Act".		
You will be covered under Group Personal Accident Insurance as per policy of the Organization		
SPECIAL NOTE		
PAN & AADHAAR are mandatory and have to be provided at the time of joining the Organization for payment of salary. Please apply IMMEDIATELY for PAN/AADHAAR number if you do not have the same.		
I accept the terms and conditions as mentioned in the Appointment letter.		
My tentative date of Joining will be _____		
Mr.Mehta Meet Tusharbhai	Date _____	
		
Ref:HDBFS/18-19/HRIC67132/Appt/M30029		



Imagine. Innovate

Ref No. TPL/AL/MKTG/228-44/062019

Date: - 21/06/2019

H.Q:- RAJKOT

DIV:-SPEKTRA

CODE:-GJ870

Welcome!

Dear Mr.SOJITRA NAYAN KANTIBHAI,

Further to the interview you had with our organization we are pleased to offer you the position of BE. Troikaa is one of the fastest growing Pharmaceutical companies in India, where we attach utmost significance to the human resources and firmly believe that our people are our strength. You are selected for employment based on your competency, experience and potential for growth that appears to match the qualities we look for in an employee. We are looking forward to seeing you grow in our organization with sincerity, dedication and commitment towards your job. We are sure that you will find your work quite rewarding, challenging, and meaningful.

The keys to your success inter-alia, will be being dependable, reliable, attentive, showing openness, follow-through, supervision, documentation and following the policies and procedures of the company. While adhering to these aspects you will be successful not only at your individual level, but the organization at large. Please take your time and review our yearly goals so that you can know what is expected and make a positive contribution.

As an organization, we have been steadfastly sowing the basics of **Innovation, Quality and Service** to reap excellence. Our products are being manufactured in the company's owned state of the art manufacturing facilities. Our people are equipped with basket of highly innovative products with a backing of science through quality print inputs and training from time to time. In recognition of the individual contribution, we felicitate every contributing member with suitable reward. Our reward system creates a healthy competition and sets high standards.

Wishing you all the best and looking forward to seeing you grow as an outstanding professional while enhancing the quality of service to the customers entrusted in your care.

As part of this offer, please find attached following documents:

1. Message from the desk of CMD Sir
2. Appointment letter (Page no. 1 to 5) & CTC break up (Page 1)-Annexure-A
3. Job Profile (Page no 1 to 2)- Annexure-B
4. Service rules and regulation (page 1 to 6) -Annexure-C
5. ESIC Circular -Annexure-D
6. e-Pehchan Card.

For, Troikaa Pharmaceuticals Limited

K.M.Ramachandran
Sr. Vice President (Human Resource)

Troikaa Pharmaceuticals Ltd.



Scanned with

Regd. Office : 'Commerce House - 1', Satya Marg, Bodakdev, Ahmedabad-380 054. Ph.: (079) 26856242/43/44/45, Fax: 26856246
Corporate Identity Number: U24100GJ1994PLC022162, Email: troikaa@troikaapharma.com, Website: www.troikaa.com



OFFER LETTER

DT : 02/01/2019

To,

MR. NIRAJ BHARAT MANIAR

B-13 ROOP RESIDENCY,
SHRINATHJI PARK,
B/H PRINCE PALACE-UNIVERSITY ROAD,
RAJKOT - 360005

M :- 9228880498

Subject: Offer for the post of ASSISTANT PROFESSOR (FACULTY OF MANAGEMENT)

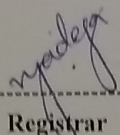
Dear MR. NIRAJ BHARAT MANIAR,

With reference to your application and the subsequent interview held on 27/12/2018, we are pleased to offer you the aforesaid position.

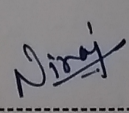
You will be given detailed rules & regulation along with appointment letter on the day you will be resuming duty. You can come and discuss about the salary in detail with the undersigned at your convenience.

Please confirm your Acceptance of this offer on or before 12/01/2019.

Looking forward to welcome you to "MARWADI FAMILY"!



Registrar



(NIRAJ BHARAT MANIAR)

January 3, 2019

Ref:HDBFS/18-19/HRIC67135/Appt/P28019

Ms.Poojara Kruti Alkeshbhai ,
Vardhaman Girls Hostel,
Kautilya Apt.,
University Road,
Opp. Royal Park, Near Satyam Mart,
Rajkot-360001

Dear Ms.Poojara Kruti Alkeshbhai ,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SALES EXECUTIVE on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

- a) Your duties and responsibilities will be explained to you on your joining the Company.
- b) Your initial place of posting will be at RAJKOT. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.
- c) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.
- d) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.

- e) You will be responsible for the safe keeping and return in good condition and order, of any properties and / or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and / or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.
- f) You shall not, during your employment with the Company or at any time thereafter, discuss, divulge, or make public, directly or indirectly, to any individual, firm, company or person of any nature whatsoever, any information, processes, policies, documents, research, development, finances, properties, contracts, methods, trade secrets, transactions, or generally in relation to the business and affairs of the Company (including its subsidiaries and associate companies) or its clients, customers, employees, management, or business associates, which you may acquire during the course of, or which may otherwise come to your knowledge or possession during the course of your employment with the Company.
- g) Upon the termination of this letter of appointment, you will be required to comply with the Company's exit formalities.
- h) If at any time, you are found to be overstaying your sanctioned leave or are absent from work without permission for a period exceeding 5 (five) consecutive days or are found to be habitually absent or are otherwise found guilty of dishonesty, disobedience, fraud, insubordination, riotous and disorderly behaviour, negligence, indiscipline or any other act of misconduct (as determined by the Company in its sole discretion), then the Company will be entitled to terminate your services with immediate effect without giving you a notice or salary in lieu thereof.
- i) Nothing contained herein constitutes a guarantee of employment. Your performance shall continuously be evaluated by the Company. If you are found to be incompetent in the discharge of your duty or do not meet the productivity norms, your services shall be terminated. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards. The final decision of the management in this regard shall be final.
- j) Notwithstanding anything contained in the above paragraphs, your services may be terminated by the organization if you are found to be indulging in acts of commission / omission which may be prejudicial to the interest of the organization, or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in discharge of duty on your part.
- k) In the event of any allegation of misconduct against you, the Company will initiate disciplinary proceedings against you as per its rules in this regard.
- l) You will keep the Company informed of any change in your residential address or in any of the other information pertaining to you as provided to the Company. All communication sent by the Company on the address registered in our records, will be construed as communication served on you.

- m) You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.
- n) This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.
- o) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.
- p) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.
- q) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights" (as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.
- r) You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.
- s) Your appointment will be subject to the organization receiving satisfactory references and Contact Point verification report.
- t) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.
- u) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

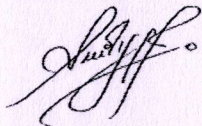
You are requested to join no later than January 18, 2019.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining:

- a) Copy of Educational Certificates and Marksheets (Xth, XIIth, Graduation, Post Graduation)
- b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
- c) Duly signed duplicate copy of Appointment Letter
- d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.

Yours Sincerely,
For HDB Financial Services Ltd.


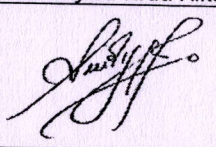


Smily Mehra
HBL Global - a division of HDB Financial Services Limited.

AGREED AND ACCEPTED

Ms.Poojara Kruti Alkeshbhai

Annexure A

	Compensation Breakup	
Name	MS.POOJARA KRUTI ALKESHBHAI	
Role	Sales Executive	
Grade	G7	
Location	Rajkot	
Annual Compensation Break up		HDBFS Monthly
Basic	70,872	5,906
HRA	28,356	2,363
Conveyance Allowance	14,172	1,181
Provident Fund (Employer's contribution)	8,508	709
Gross Salary (A)	1,21,908	10,159
ESIC (Employer's contribution)----(B)	5,386	449
Gratuity----- (C)	3,409	284
Total Fixed Compensation (D=A+B+C)	1,30,703	10,892
Note:		
This Offer is subject to positive reference checks & CIBIL report check. Your acceptance of the offer will be considered as consent for accessing your CIBIL report.		
Employee and Employer's contribution towards ESI will be 1.75% & 4.75% respectively		
You will be entitled to Performance Incentive Plan as per Company Policy		
Gratuity is as per "The Payment of Gratuity Act".		
You will be covered under Group Personal Accident Insurance as per policy of the Organization		
SPECIAL NOTE		
PAN & AADHAAR are mandatory and have to be provided at the time of joining the Organization for payment of salary. Please apply IMMEDIATELY for PAN/AADHAAR number if you do not have the same.		
I accept the terms and conditions as mentioned in the Appointment letter.		
My tentative date of Joining will be _____		
Ms.Poojara Kruti Alkeshbhai	Date _____	
		
Ref:HDBFS/18-19/HRIC67135/Appt/P28019		



OFFER LETTER

Date: 21/12/2018

Raju Devadiya
OBM, Saurashtra University

Dear Raju

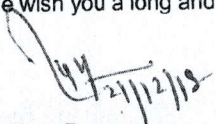
Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 2.75 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be 18th June 2019. Any change would be communicated to you in due course.

You will be placed anywhere in India & your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

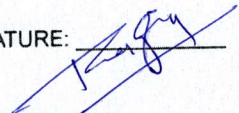

Human Resources
Avenue Supermarts Ltd. (D-Mart)

* This is a provisional offer of employment subject to the following terms-

1. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
2. You should be declared *Fit for employment* by a medical examination to be arranged by us.
3. All documents submitted by you in support of identity, address, academics are true

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE:  NAME: Raju Devadiya DATE: 27-12-2018

ACULIFE HEALTHCARE PVT LTD

Reference Check Form

Date: 18/02/2019

Name of the Candidate :	Mr. Ankur Akbari
Referral Name	Dr. Mihir Raval
Designation of Referral	Head
Name of Company (Referral)	Department of Pharmaceutical Science, Saurashtra University

1. From how many years do you know him? Last 2 years

2. How do you know him? As a student

3. Give comments on following points:

Initiatives	Good
Discipline/Sincerity	Excellent
Integrity	Average
Result Orientation	Good
Sense of Responsibility	Excellent
Sense of Urgency	Excellent
Time Management	Good
Overall General management skills	Good
Interpersonal Relationship	Excellent
Organizing Skills	Good
Networking Skills	Average
Any instance where personal problems adversely affected the work/ office environment	No
Suitability to the assignment under consideration	Good
Given a chance would you hire him in your company	Yes

Dr. Mihir Raval
Reference checked by:


Signature:

Date: 06/07/2019

To,

Mr. Rudresh Raval,

Sub: Provisional Offer Letter

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

Further, you are invited to attend training program from 10th July to 23rd July 2019 at Ahmedabad.

Accommodation / Travelling Details			
Hotel Address	Hotel Ginger Drive In Road, Behind Himalaya Mall Ahmedabad-380052		
Check in Date	08/07/2019	Check in Time	12:00 PM onwards
Checkout Date	23/07/2019	Checkout Time	Before 8:30 AM
Train Fare Eligibility	SL (Sleeper Class) fare		
Important	1. In case your reporting date at H.O is within next two days of issuance of this letter, you are entitled for SL (Sleeper Class) tatkal fare. 2. Original railway ticket is mandatory for reimbursement. 3. No deviation in Check-in / Checkout date & time is allowed.		
Reporting Date & Time at Head Office	09/07/2019 at 09:30 AM		

You may book your return ticket on 23rd July 2019 (after 7 pm) or on 24th July 2019 morning.

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

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

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

Thanking you,

For, Troikaa Pharmaceuticals Ltd.



Yogesh Mishra

General Manager – HRD Mktg.

Troikaa Pharmaceuticals Ltd.

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

Regd. Office : 'Commerce House - 1', Satya Marg, Bodakdev, Ahmedabad-380 054. Ph.: (079) 26856242/43/44/45, Fax: 26856246
Corporate Identity Number: U24100GJ1994PLC022162, Email: troikaa@troikaapharma.com, Website: www.troikaa.com

ACULIFE HEALTHCARE PRIVATE LIMITED.

Sr.no.	Name	Department	Qualification
1	Monika G. Parejiya	QC	M.Sc Analytical Chem Pursuing
2	Mayur J. Vaghasiya	QC	M.Sc Organic Chem
3	Happykumar K. Gajipara	QC	M.Sc Pursuing
4	Hitansh A. Vaishnav	QC	M.P.M (B.Pharm + M.B.A)Pursuing
5	Mansi C. Timbadiya	QC	M.Sc Analitical Chem Pursuing
6	Jayshree G. Divraniya	QC	M.Sc Analytical Chem Pursuing
7	Sejalba P. Chauhan	QC	B.Pharm Pursuing
8	Kaushik T. Bheshdadiya	QC	M.Sc Analytical Chem
9	Mansi J. Faladia	QC	B.Pharm Pursuing
10	Nikita J. Sodagar	QC	M.Sc Analytical Chem Pursuing
11	Nishi N. Dodiya	QC	B.Pharm Pursuing
12	Gautam P. Adroja	QC	M.Sc Organic Chem Pursuing
13	Mayurkumar C. Padaliya	QC	M.Sc Organic Chem
14	Krupa A. Bambharoliya	QC	M.Sc Organic Chem Pursuing
15	Tejaskumar R. Khant	QC	M.Sc Organic Chem Pursuing
16	Akataben P. Pambhar	QC	M.Sc Organic Chem Pursuing
17	Ravi J. Dhanak	QC	M.Sc Analytical Chem Pursuing
18	Vimisha M. Godhani	QC	M.Sc Organic Chem Pursuing
19	Miral N. Hirapara	QC	M.Sc Analytical Chem Pursuing
20	Mansiben N. Solanki	QC	M.Sc Organic Chem Pursuing
21	Vruti H. Gohel	QC	M.Sc Analytical Chem Pursuing
22	Piyush D. Chandrala	QC	M.Sc Organic Chem Pursuing
23	Riddhi J. Gondaliya	QC-Micro	M.Sc Microbiology
24	Vivek S. Bagthaliya	QC-Micro	B.Sc Pursuing
25	Amitha Aby	QC-Micro	M.Sc Microbiology
26	Julee A. Marakana	QC-Micro	M.Sc Bio-Technology
27	Sagar K. Dholakiya	QC-Micro	B.Sc Microbiology
28	Pooja S. Goriya	QC-Micro	B.Sc Microbiology
29	Bhargav M. kothiya	QC-Micro	M.Sc Microbiology Pursuing
30	Darshna D. Pandya	QC-Micro	M.Sc Microbiology
31	Simran Syed	QC-Micro	M.Sc Microbiology
32	Sohankumar S. Jethava	QC-Micro	B.Sc Microbiology Pursuing
33	Malyaykumar B. Chotaliya	R & D	M.Pharm
34	Naimish H. Vyas	R & D	M.Pharm Pursuing
35	Stuti V. Pandya	QA	M.Pharm
36	Nirzari K. Antani	QA	B.Pharm Pursuing
37	Jayesh D. Baldaniya	QA	B.Pharm Pursuing

38	Divya D. Tarpada	QA	M.Sc Bio-Technology
39	Disha P. Padhiyar	QA	B.Pharm Pursuing
40	Payal K. Gohil	QA	B.Pharm Pursuing
41	Dhawal N. Rajdev	QA	M.Pharm Pursuing
42	Pooja C. Kulkarni	QA	M.Pharm Pursuing
43	Snehal J. Thanki	QA	B.Pharm
44	Nidhi B.Popat	QA	M.Sc Microbiology Pursuing
45	Ankit J. Kanejiya	QA	M.Sc Microbiology
46	Ruchita C. Sojitra	QA	M.Sc Microbiology Pursuing
47	Morvi M. Raval	QA	B.Pharm Pursuing
48	Renuka A. Solanki	QA	B.Pharm Pursuing
49	Gautam S. kareliya	Production	M.Sc Chemistry Pursuing
50	Ronak M. Delvadiya	Production	M.Sc Industrial Chemistry
51	Yagnesh K. Ghetiya	Production	M.Sc Industrial Chemistry Pursuing
52	Rajeshwari A. Pandya	Production	B.Pharm Pursuing
53	Pooja A. Dudhai	Production	B.Pharm Pursuing
54	Ashish H. Asnani	Production	B.Pharm Pursuing
55	Paras A. Akhaja	Production	B.Pharm Pursuing
56	Suraj P. Vaniya	Production	M.Sc Organic Chemistry Pursuing
57	Maulik G. Chanderla	Production	M.Sc Organic Chemistry Pursuing
58	Ankur B. Akbari	Production	M.Pharm Pursuing
59	Mukeshkumar Mishra	Production	M.Sc Industrial Chemistry Pursuing
60	Paras B. Kanani	Production	B.Pharm Pursuing
61	Himanshu H. Kotadiya	Production	M.Sc Organic Chemistry Pursuing
62	Urvashi R. Prajapati	Production	M.Pharm Pursuing
63	Prayag P. Vaniya	Production	M.Sc Organic Chemistry Pursuing
64	Shailesh D. Gajora	Production	B.Pharm Pursuing
65	Darshankumar N. Suthar	Production	M.Sc Industrial Chemistry Pursuing
66	Pratik B. Vicchi	Production	B.Pharm Pursuing

Name of Institute	PI Status
Shree M.N Virani Scinece College	
Shree M.N Virani Scinece College	
Shree M.N Virani Scinece College	
Deparment Of Pharmaceutical College	
Shree M.N Virani Science College	
M.D Science College	
Deparment Of Pharmaceutical College	
Deparment Of Chemistry In Saurashtra University	
Dr. Subhash Technical Campus	
Shree M.N Virani Science College	
Atmiya Institute Of Pharmacy	
H. & H.B Kotak Science Collage	
Harivandana Collage saurashtra University	
Saurashtra University	
bahauddin Science Collage	
Saurashtra University	
H. & H.B Kotak Science Collage	
Saurashtra University	
Saurashtra University	
Shree M.N Virani Science College	
Shree M.N Virani Science College	
Shree M.N Virani Science College	
L.P.T M.Sc College	
Saurashtra University	
Christ College	
Shree M.N Virani Science College	
Kamani Science Collage	
Shree O.R Bhalodiya Mahila Science College	
Christ College	
Saurashtra University	
Christ College	
Kumari Science College	
N.R Vekariya Institute Of Pharmacy	
B.K Modi Government Pharmacy College	
B.K Modi Government Pharmacy College	
Dr. Subhash Technical Campus	
B.K Modi Government Pharmacy College	

Shree M.N Virani Science College	
B.K Modi Government Pharmacy College	
B.K Modi Government Pharmacy College	
R.k School Of Pharmacy	
B.K Modi Government Pharmacy College	
Dr. Subhash Technical Campus	
S.L.P.T M.Sc Mahila College	
L.P.T M.Sc College	
L.P.T M.Sc College	
Dr. Subhash Technical Campus	
Dr. Subhash Technical Campus	
Shree M.N Virani Scinece College	
Saurashtra University	
Shree M.N Virani Scinece College	
B.K Modi Government Pharmacy College	
B.K Modi Government Pharmacy College	
B.K Modi Government Pharmacy College	
B.K Modi Government Pharmacy College	
Harivandana Collage saurashtra University	
Harivandana Collage saurashtra University	
Department Of Pharmacy Saurashtra University	
Shree M.N Virani Scinece College	
B.K Modi Government Pharmacy College	
Harivandana Collage saurashtra University	
G.T.U Pharmacy	
Harivandana Collage saurashtra University	
B.K Modi Government Pharmacy College	
Shree M.N Virani Scinece College	
B.K Modi Government Pharmacy College	

Date:-08-Feb-2019

Dept

QC

QC Micro

QA

R & D

Production

Total



OFFER LETTER

Date: 21/12/2018

Additya Bhesaniya
OBM Saurashtra University

Dear Additya

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 2.75 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be 18th June 2019. Any change would be communicated to you in due course.

You will be placed anywhere in India & your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!


Human Resources
Avenue Supermarts Ltd. (D-Mart)

* This is a provisional offer of employment subject to the following terms-

1. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
2. You should be declared *Fit for employment* by a medical examination to be arranged by us.
3. All documents submitted by you in support of identity, address, academics are true

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: _____ NAME: _____ DATE: _____



INTAS PHARMACEUTICALS LIMITED

Corporate House : Near Sola Bridge, S.G. Highway, Thaltej, Ahmedabad - 380054. Gujarat. INDIA.

Ph.No. : 079-39837000, Website : www.intaspharma.com, CIN - U24231GJ1985PLC007866

IPL/OFFER/20111844/2019

OCTOBER 17, 2019

Mr. AKSHAYKUMAR KHUNT
TO CHANDLI
TA LODHIKA

RAJKOT - 360035
GUJARAT

Dear Mr. KHUNT,

With reference to your application and the interview you had with us, the management is pleased to offer you the position of a **TRAINEE BUSINESS EXECUTIVE** in **SUPRIMA Division** of our organisation on the following terms :

1. The training will commence on your joining our organisation.
2. You will be working as a trainee for period of Six months from your date of joining and training can be extended as per Management Discretion. During the training period, Management reserves the right to terminate your traineeship without any prior notice or without any compensation as well as without assigning any reason whatsoever.
3. During the training period as BE trainee You will be paid remuneration and allowances as per company's rules.
4. You are required to participate in classroom training as and when arranged by the company for BE Trainees.
5. You will have to successfully complete the field training at **RAJKOT** Head Quarter or at any location assigned by the the organisation. During the field training, you will be paid Daily Allowance as applicable to BE Trainee at the assigned Location.
6. The formal letter of Traineeship will be issued to you later subject to your submission of all mandatory documents/testimonials at the time of joining and receipt of satisfactory references about you.
7. Upon confirmation you will be taken in the regular service of the company as BE, and placed in appropriate grade applicable to BE and will entitled to other allowances in accordance with the rules of the company.
8. You are requested to sign the duplicate copy of this offer letter and report to **Mr. BHAVIK VINCHHI-ABM-RAJKOT (MOB.- 919909920649)**. If you fail to submit the joining report endorsed by the assigned person within 10 days of receipt of the offer letter, this offer shall be deemed withdrawn.

Cont..2



:: 2 ::

20111844-KHUNT

SUKANT THAWAIT
Associate Vice President - HRD (Field)

We are extremely happy to welcome you in our organisation and we have firm confidence that you will give forth nothing but the best and you will justify the faith that the management has reposed in you.

Yours faithfully,
for **Intas Pharmaceuticals Ltd.**

Associate Vice President - HRD (Field)

Endorsement : I accept and confirm the above arrangement.

Signature : _____

Place : _____

Date : _____

NOTE: You are required to submit the following documents at the time of joining the organisation.

1. One set of photocopies of the following certificates:
 - A) School leaving certificate indicating date of birth.
 - B) Qualifying examination - degree certificate/mark sheets ((SSC, HSC, Graduation, Post-Graduation, etc).
 - C) Previous work experience certificates (if applicable).
 - D) Any other relevant documents supporting your skills & achievements.
 - E) PAN Card copy with your signature.
 - F) Address proof (Driving license/Election card/Aadhaar card/Passport /Electricity or Landline Telephone bill).
2. If employed, relieving letter/ acceptance of resignation from the current employer.
3. If employed, last 3 months salary slips & latest increment letter from the current employer.
4. 2 passport size latest color Photographs.

If you fail to submit the above required documents, we shall not be able to issue the appointment letter.

Encl : Salary Details

7th August, 2019

Mr. Ankur Patoliya,
At: Sardharpur,
Ta: Jetpur,
Rajkot.

Subject: Offer Letter

Dear Ankur,

This is with reference to your application and subsequent discussion that you had with us, we take pleasure in inviting you to join our organization as **Trainee - Intellectual Property API** in our **Research and Development** function. You are requested to join us on or before **19th August, 2019**.

1. Your compensation details are as per the attached Annexure -A.
2. This offer is valid subject to you being medically fit and certified by a registered medical practitioner not less than MBBS.
3. Your place of posting as decided during the discussion shall be at **Vadodara**. However in future, you may be transferred to any of our location anywhere in India.
4. A detailed appointment letter would be issued to you at the time of your joining.
5. Your presence would be solicited on your day of joining at 9 am at **HRM Division, 1st Floor, Alembic Research Center, Alembic Road, Baroda**.
6. You are required to bring along with you following documents at the time of joining.
 - Proof of date of birth.
 - Certificates in support of your educational qualification (from SSC onwards).
 - Photographs - 4 Passport Size.
 - Relieving letter of your last organization and previous ones.
 - Last salary slips / salary certificates (if applicable).
 - Proof of Income Tax returns (if applicable).
 - Aadhar card and PAN card

For any further clarifications feel free to contact me on prapti.patel@alembic.co.in and 0265 3007908.

Kindly return the duplicate copy of this letter duly signed as a token of your acceptance of our offer.

Looking forward to a long and fruitful association and your contribution in building the future of Alembic.

For Alembic Pharmaceuticals Limited


Prapti Patel
Human Resources

Signature:
Date:

ALEMBIC PHARMACEUTICALS LIMITED

REGD. OFFICE : ALEMBIC ROAD, VADODARA - 390 003. • TEL : (0265) 2280550, 2280880, 3053333 • FAX : (0265) 2284729
www.alembicpharmaceuticals.com • E-mail : hrd@alembic.co.in • CIN : L24230GJ2010PLC061123 • PAN No. : AAICA5591M

APL/HRM/ALEMBIC RESEARCH CENTER/14475/2019- 20

ANNEXURE - A (Compensation Details)

Name : Mr. Ankur Patoliya

Position Offered : Trainee- Intellectual Property API

Location : Alembic Research Center

Division : Research and Development

Sr. No.	Salary Head	Per month (Rs.)	Per annum (Rs.)
1	Basic	9000	
2	Company contribution on P.F.	1477	
3	H. R. A.	3600	
4	Supplementary Pay	3306	
5	L. T. A.		8996
6	Gratuity		5195
7	Hospitalization Premium		2220
Grand Total		17383	16411
Annual CTC / Gross Pay		2,25,007	
Rupees Two Lac Twenty Five Thousand Seven Only.			

Date: 7th August, 2019

- > Hospitalization Insurance premium mentioned above is for self , spouse and dependent children which will be remitted by the company.
- > Gratuity will be payable as per the applicable payment of Gratuity Act and employee will be eligible for Gratuity only after rendering 5 years of continuous service in organisation.

Dr. apb

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APL/HRM/PANELAV - FORMULATION/14937/2019- 20

November 12, 2019

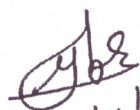
Mr. Bhavesh Makvana
303, Mathura Apartment
Yogikrupa society Amroll
Surat GUJARAT
Mobile : 8306028042

Dear Mr. Makvana,

This is with reference to your application and subsequent to the discussion you had with us. We take pleasure in informing you that you have been selected for the position of Trainee - Central Validation Lab in IBU Formulation Unit - I based at Panelav - Formulation on the following terms and conditions:-

1. This appointment is subject to your successfully clearing the M. SC. qualification and subject to submission of a true copy of all final marksheets/degree certificates signifying successful completion.
2. You will undergo training for a period of 6 months from the date of joining. The company however, shall have the right to extend or curtail the said period of 6 months subject to your performance. You will continue as a trainee unless your status is changed to a probationer, through written communication.
3. Your compensation details are as per the attached Annexure - A.
4. During the period of your training the relationship shall be that of a master and a student. You shall, therefore, be not considered as a regular employee of the company and shall not become entitled to the benefits or allowances which may become due to our regular employees.
5. The company will have the sole discretion of setting out your training program and for the purpose, you may be required to be posted from one shift to another or from one department to another, if the company is of the opinion that it is necessary for the purpose of your training.
6. The training may comprise of classroom sessions and on-the-job training in nominated departments of the company, and may include the assignment or independent work.
7. The company will review your training progress at regular intervals; for that purpose you may be given some trade tests, if desired.

(M)


12/11/2019


Page 1 of 3

ALEMBIC PHARMACEUTICALS LIMITED

REGD. OFFICE : ALEMBIC ROAD, VADODARA - 390 003. • TEL : (0265) 2280550, 2280880, 3053333 • FAX : (0265) 2284729
www.alembicpharmaceuticals.com • E-mail : hrd@alembic.co.in • CIN : L24230GJ2010PLC061123 • PAN No. : AAICA5591M

8. You must show satisfactory periodical progress during the training period to avoid extension of training period or even termination. Your suitability for absorption will be determined on the basis of your evaluation of your performance and company's need, you may be absorbed in the company. The decision of the company regarding your suitability for absorption shall be final.
9. During this training period, your services will be liable to be terminated upon giving 1 month notice or 1 month basic salary in lieu of notice period, by either party.
10. During the period of training, you shall make every sincere endeavor to exert yourself to the best of your ability. You shall follow and give effects to all orders, instructions and guidance given to you by your superiors and shall abide by the organizational code of conduct.
11. During the period of your training with the company, you will devote your whole time and attention to your training and will not engage yourself directly or indirectly in any service, trade, profession, business or occupation.
12. The company will not be liable to pay any damage or compensation to you on account of any injury sustained or disability suffered during your training period.
13. In the event of your causing any damage to company property in the course of your training program or of your losing or spoiling any tools or accessories given under your care or charge willfully or out of negligence, then in all such cases the company reserves its right to deduct from your stipend such amount/s as it deems appropriate.
14. During the period of your training, you shall comply with and abide by all rules and regulations as are in force on the date of your being taken up as a trainee and to all such other rules and regulations made or orders given thereafter.
15. Your placement in appropriate function and posting to any of the company's offices or divisions will be at discretion of the company.
16. In the event of your being indulging in any acts or commission constituting misconduct, including unwelcome physical contact and advances and / or a demand or request for sexual favour and /or sexually colored 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, you shall be dealt with appropriately.

W


12/11/2019

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17. Please note that this engagement is offered on the basis of information furnished by you.
- (a) If at any time it is revealed that traineeship has been obtained by furnishing false/misleading insufficient information or withholding material information, the company will be free to terminate your training/service at any time without notice.
- (b) In respect of any other matter related to your service not covered above, you shall be governed by the rules of the company as in force from time to time.
18. On the question of interpretation of any of the terms and condition, the decision of the company shall be final and binding on you.

Your presence is solicited as per following schedule for completing joining process:-

Date: November 14, 2019

Time: 09:30 AM

Venue: HRM Division, 3rd floor, Corporate Office, Alembic Road, Vadodara - 390003

You need to compulsory submit 2 set photocopies of the following testimonials (self attested) on the date of joining.

- ✓ Certificates and all marksheets in support of your educations qualification (from SSC onwards)
- ✓ Proof of birth date (School leaving certificate/ Birth Certificate / Passport)
- ✓ Eight Colour passport size photographs
- ✓ Medical Examination Form duly completed and signed by a Medical Practitioner (not less than an M.B.B.S.) certifying your medical fitness. You will be reimbursed expenses incurred in this regard maximum upto Rs. 800/- on submission of actual bills. This offer is subject to your being found medically fit.
- ✓ Copy of PAN card and Adhar Card - mandatory

Please bring the original documents for verification.

For Alembic Pharmaceuticals Ltd,



Devesh Pareek

Senior Manager - Human Resources

If the above terms and conditions are acceptable to you, please sign and return a copy of this letter signifying your acceptance.

You may please get in touch with Ms. Madhura Mistry on (0265)3007162 / 7575025966 or e.mail to madhura.mistry@alembic.co.in in case of any query or help.

I accept the appointment on terms and conditions stated above and will join on 14/11/2019

Date : 12/11/2019

Place : Vadodara


Name and Signature

Page 3 of 3

ALEMBIC PHARMACEUTICALS LIMITED

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APL/HRM/PANELAV - FORMULATION/14937/2019- 20

ANNEXURE - A (Compensation Details)

Name : Mr. Bhavesh Makvana

Position Offered : Trainee- Central Validation Lab

Location : Panelav - Formulation

Division : IBU Formulation Unit - I

Location : Panelav - Formulation

Sr. No.	Salary Head	Per month (Rs.)	Per annum (Rs.)
1	Basic	9000	
2	Company contribution on P.F.	1254	
3	H. R. A.	3600	
4	Supplementary Pay	1446	
5	L. T. A.		8996
6	Gratuity		5195
7	Hospitalization Premium		2220
Grand Total		15300	16411
Annual CTC / Gross Pay		2,00,011	
Rupees Two Lac Eleven Only.			

Date: November 12, 2019

-> Hospitalization Insurance premium mentioned above is for self , spouse and dependent children which will be remitted by the company.

-> Gratuity will be payable as per the applicable payment of Gratuity Act and employee will be eligible for Gratuity only after rendering 5 years of continuous service in organisation.

[Signature]
12/11/2019

[Signature]

ALEMBIC PHARMACEUTICALS LIMITED

REGD. OFFICE : ALEMBIC ROAD, VADODARA - 390 003. • TEL : (0265) 2280550, 2280880, 3053333 • FAX : (0265) 2284729
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INTAS PHARMACEUTICALS LIMITED

Corporate House : Near Sola Bridge, S.G. Highway, Thaltej, Ahmedabad - 380054. Gujarat. INDIA.

Ph.No. : 079-39837000, Website : www.intaspharma.com, CIN - U24231GJ1985PLC007866

IPL/OFFER/20112189/2019
DECEMBER 17, 2019

Mr. BHAVIK JITENDRABHAI THUMMAR
D-204
SAHJANAND HEIGHTS
PUNA SIMADA ROAD,NR YOGI CHOWK
SURAT - 395010
GUJARAT

Dear Mr. THUMMAR,

With reference to your application and the interview you had with us, the management is pleased to offer you the position of a **TRAINEE BUSINESS EXECUTIVE** in **ALTIMA Division** of our organisation on the following terms :

1. The training will commence on your joining our organisation.
2. You will be working as a trainee for period of Six months from your date of joining and training can be extended as per Management Discretion. During the training period, Management reserves the right to terminate your traineeship without any prior notice or without any compensation as well as without assigning any reason whatsoever.
3. During the training period as BE trainee You will be paid remuneration and allowances as per company's rules.
4. You are required to participate in classroom training as and when arranged by the company for BE Trainees.
5. You will have to successfully complete the field training at **RAJKOT** Head Quarter or at any location assigned by the the organisation. During the field training, you will be paid Daily Allowance as applicable to BE Trainee at the assigned Location.
6. The formal letter of Traineeship will be issued to you later subject to your submission of all mandatory documents/testimonials at the time of joining and receipt of satisfactory references about you.
7. Upon confirmation you will be taken in the regular service of the company as BE, and placed in appropriate grade applicable to BE and will entitled to other allowances in accordance with the rules of the company.
8. You are requested to sign the duplicate copy of this offer letter and report to **Mr. PRATIK H. USADADIYA-SR. ABM-RAJKOT (MOB.- 9327430984)**. If you fail to submit the joining report endorsed by the assigned person within 10 days of receipt of the offer letter, this offer shall be deemed withdrawn.

Cont..2



:: 2 ::

20112189-THUMMAR

SUKANT THAWAIT
Associate Vice President - HRD (Field)

We are extremely happy to welcome you in our organisation and we have firm confidence that you will give forth nothing but the best and you will justify the faith that the management has reposed in you.

Yours faithfully,
for **Intas Pharmaceuticals Ltd.**

Associate Vice President - HRD (Field)

Endorsement : I accept and confirm the above arrangement.

Signature : _____

Place : _____

Date : _____

NOTE: You are required to submit the following documents at the time of joining the organisation.

1. One set of photocopies of the following certificates:
 - A) School leaving certificate indicating date of birth.
 - B) Qualifying examination - degree certificate/mark sheets ((SSC, HSC, Graduation, Post-Graduation, etc).
 - C) Previous work experience certificates (if applicable).
 - D) Any other relevant documents supporting your skills & achievements.
 - E) PAN Card copy with your signature.
 - F) Address proof (Driving license/Election card/Aadhaar card/Passport /Electricity or Landline Telephone bill).
2. If employed, relieving letter/ acceptance of resignation from the current employer.
3. If employed, last 3 months salary slips & latest increment letter from the current employer.
4. 2 passport size latest color Photographs.

If you fail to submit the above required documents, we shall not be able to issue the appointment letter.

Encl : Salary Details



Letter of Offer

Strictly Private and Confidential

30-Jan-2019

Mr. Bhavik Jayswal,
Kalal Chowk,
Main Bazar,
Babra-365421.

Dear Bhavik,

With reference to your application and the subsequent discussions you had with us, we are pleased to extend this offer of employment to you. This is only an offer letter and is contingent upon you clearing the background verification, reference checks and also on certification of your medical fitness.

Upon your acceptance of the offer letter and your appointment with the Company, you shall be designated as **Customer Care Executive - Gold Loans** at **Management Trainee** grade based at **Babra**. Your per annum fixed **Cost To Company (CTC)** (inclusive of all statutory payments) shall be **Rs. 2,10,000/- p.a. (Rupees Two Lakhs Ten Thousand only)**. This CTC will be subject to review based on your performance and other criteria's, as may be decided by the company from time to time.

You may be entitled to a performance based variable incentive plan/bonus, depending on your performance as well as the overall performance of the Company. This incentive plan/bonus is however subject to necessary approvals and sanctions by the management of the Company.

All amounts payable to you are subject to deduction of Taxes, Cess , Charges, Levies and other contributions that may be applicable from time to time and required to be made under the existing laws.

You shall be under probation for a period of six months from your joining date, and subject to your performance, the Company may confirm your appointment, upon such additional terms and conditions, as may be required.

Your date of joining will not be later than **11-Feb-2019**.

You shall receive your Appointment Letter detailing the terms and conditions of your appointment. Upon first login to the Company's interface – "Adrenalin", you shall be bound by the terms and conditions of your appointment, internal policies of the Company, process and procedures, code of conduct and confidential norms as may be applicable from time to time.

Classification: Class B

India Infoline Finance Limited

Corporate Identify Number: **U67120MH2004PLC147365**

Corporate & Regd. Office: 12A-10,13th Floor, Parinee Crescenzo, C-38 & 39, G-Block, Bandra Kurla Complex, Bandra (East), Mumbai-400 051

Tel: (91-22) 6788 1010 Fax: (91-22) 6788 1010 E-mail: mail@indiainfoline.com Website: www.iiflfinance.com

When it's about money..



This offer letter is confidential and you agree and undertake to keep this letter of offer and the contents thereof confidential. All the information shared with you at the time of interview regarding the Company and its Group is confidential and shall be kept confidential.

Kindly confirm your affirmation by signing a duplicate copy of this letter and return a copy of this letter within seven (7) days of the date of offer, failing which this offer shall stand withdrawn.

We look forward to your working with us and to make our Company a most preferred employer in financial services industry.

Kindly carry this offer letter along on your day of joining.

Thanking you,

Yours faithfully,

For, IIFL

A. Mathur

Anand Mathur
President-HR

I have read and understood the above terms and conditions of the offer and hereby accept the offer.

Mr. Bhavik Jayswal

Date:

Classification: Class B

India Infoline Finance Limited

Corporate Identify Number: **U67120MH2004PLC147365**

Corporate & Regd. Office: 12A-10, 13th Floor, Parinee Crescenzo, C-38 & 39, G-Block, Bandra Kurla Complex, Bandra (East), Mumbai-400 051

Tel: (91-22) 6788 1010 Fax: (91-22) 6788 1010 E-mail: mail@indiainfoline.com Website: www.iiflfinance.com



ANNEXURE A

Documents to be submitted at the time of joining:

1. Four Passport size colored photographs in formal attire.
2. Two Professional References (Name, Designation, Contact No, Address)
3. Email address of the previous employer.
4. A copy of the qualification certificates and other certificates (like NCFM, IRDA etc)
5. A copy of past experience certificate along with the last 2 months pay-slips
6. A copy of the salary certificate or Form - 16 of previous organization.
7. A copy of the Photo ID (Driving license / Passport / Voter's ID / Adhaar)
8. Medical / Fitness certificate issued by a Doctor or a pathological laboratory.
9. A copy of the Pan card.
10. UID (Adhaar Number)

Classification: Class B

India Infoline Finance Limited

Corporate Identify Number: **U67120MH2004PLC147365**

Corporate & Regd. Office: 12A-10,13th Floor, Parinee Crescenzo, C-38 & 39, G-Block, Bandra Kurla Complex,
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SHYAM ADVISORY®
Your Perfect Wealth Creator

Offer Letter

Date: 28/12/2018

Name : **BHAVISHA CHAMPAKBHAI SIDDHAPURA**

Sub: Offer letter for the post of BUSINESS DEVELOPMENT EXECUTIVE

Congratulations..!!!

With reference to the interview you had with the undersigned, we are pleased to appoint you as per the terms and conditions discussed with you. If you agree to these terms, we would like you to join our organization as per following details

- Designation : BUSINESS DEVELOPMENT EXECUTIVE
- Joining Date : 05/01/2019
- Location: Rajkot

Monthly salary offered to you is :Rs. 10,000 + INCENTIVES
Bond for the period of : Not applicable (30 days no salary in training)
Probation Period : 3 months

You will devote full time to the work of the company and will not undertake any direct/indirect business or work honorary or on remuneration except with the prior permission of the management in each case.

Please sign and return the duplicate copy of this letter along with following documents to HR at the time of your joining : photocopies of your 1) Id proof 2) Address proof 3) School Leaving Certificate 4) Education qualification certificates 5) Work Experience Certificate(Optional). 6) passport size photograph.

This offer is valid for 7 Days starting from the offer date.

We look forward your joining to our company.

Sincerely Yours,



Authorised Signatory

Shyam House, Near Ambika Park, Raiya Road, Rajkot.
Customer Care : +91 281 6199963, 9512848969 / www.sbaasl.com

OFFER COVER LETTER

Date: 16-01-2019

Name: Deepak Kumar Yadav
Location: Baroda

OFFER LETTER

Dear Deepak Kumar Yadav,

We refer to your application and subsequent interview with us and wish to inform that we are pleased to offer you employment with IDFC Bank on the following broad terms as follows:

Designation	:	Sales Manager-Micro Finance
Grade	:	Management Trainee
Compensation	:	As per annexure
Location	:	India>Gujarat>Baroda>Baroda - K P Platina
Date of Joining (On or before)	:	15-04-2019 (Tentative)

This offer is subject to satisfactory education, personal & employment reference checks.

Kindly bring together with you the following documents (original and a copy each) relating to you at the time of joining:

1. Address Proof Document (e.g. Ration Card, Passport, and Driving License)
2. Age Proof Document (e.g. School Leaving Certificate, Birth Certificate)
3. Educational Certificates and Mark Sheets of SSC, HSC, Graduation, Post-Graduation, etc.
4. Relieving Letter / Experience Certificate from the previous employer.
5. Appointment Letter of your immediate previous employer.
6. Recent salary revision letters issued by your immediate previous employer
7. Last Pay Slip issued by your immediate previous employer.
8. Income Tax Form 16 (TDS Certificate), if any.
9. Passport Size Photographs (5 numbers).
10. Names and Contact details of 2 References.
11. Income Tax PAN Card.
12. AADHAR Card

Kindly note that you will be issued on joining an Appointment Letter stating your employment terms in further details.

Please Note.

It may be noted that effective 1st April 2019, the Grade, Designation and Compensation Structure offered to you vide this letter may undergo as a result of the proposed merger of Capital First Limited and its group companies with IDFC Bank. However, such change shall not adversely affect the overall gross fixed compensation offered to you vide this letter.

You are requested to submit the 'acceptance' of your resignation from your Last / Current employer within 1 week (max) post acceptance of this offer indicating a firm date of joining us.

You are also requested to submit your 'Relieving Letter' / 'Experience Certificate' from your Last / Current employer within 60 days (max) post acceptance of this offer.

Kindly ensure that your date of joining at IDFC Bank should not overlap with the relieving date at your Last /Current organization.

IDFC Bank Limited expressly disclaims all liability with respect to actions taken or not taken based on any or all the contents of this email.

At any stage of the application or selection process, if any information provided by you, is found to be false, untruthful, or misleading, IDFC Bank reserves the right to take necessary action including termination.

For CTC annexure:

		Compensation Annexure			
Break Up		Monthly	Annual		
Basic		7,071	84,847	Net Take Home Calculation	
Reviewable Allowance		28,283	339,390	Monthly Gross	35,353
Annual Guaranteed Cash (AGC)		35,353	424,237	Deductions	
Retirals				Employees contribution to Provident Fund	849
PF		849	10,182	Profession Tax*	200
Benefits				Net Take Home Before Income Tax	34,304
Gratuity			4,081		
Group Medclaim for Hospitalization**			11,500		
Cost to Company			450,000		
Indicative Incentive/ Performance Bonus ***			68,800		
Reimbursement Expenses ****					
Mobile		600	7,200		
Conveyance		2,000	24,000		
Total CTC			550,000		

For Benefits:

Gratuity	:	You will be entitled to gratuity as per the provisions of Payment of Gratuity Act 1972
Group Med claim for Hospitalization	:	You will be covered under the Company Group Med claim Policy for a Sum Assured amount of Rs. 30 lacs per annum.
Group Term Life Policy (Death Benefit)	:	You will be covered under Company's Group Term Life Policy (3 times of CTC or Rs 30 lacs higher) during your tenure as per the Company policy.
Group Accident Policy	:	You will be covered under Company's Group Personal Accident Policy (2 times of CTC or Rs 30 lacs whichever is higher) during your tenure as per the Company policy.
Incentive or Performance Bonus***	:	Based on the agreed performance deliverable with your reporting Manager, you would be eligible for Performance based pay. This is paid subject to individual team & Company Performance. Performance Bonus plan will be communicated by your reporting Manager

Note

It may be noted that effective 1st April 2019, the Grade, Designation and Compensation Structure offered to you vide this letter may undergo a change as a result of the proposed merger of Capital First Limited and its group companies with IDFC Bank. However, such change shall not adversely affect the overall gross fixed compensation offered to you vide this letter.

Reviewable Allowance comprises of a bouquet of Allowances & Reimbursements to which you can allocate amounts enabling you to structure your compensation as per your requirements.

Employees whose monthly basic is less than or equal to Rs. 21,000/- will be eligible for Statutory Bonus of Rs. 1,400/- per month which will be paid against Reviewable Allowances. Professional Tax may vary in the future based on tax norms laid by tax regulatory authorities.

*Professional Tax may vary in the future based on tax norms laid by tax regulatory authorities.

**Mediclinic premium amounts are subject to change based on insurance policy in force.

****Only applicable for identified roles, as per current company policy.

If the employee resigns within one year of joining IDFC Bank Limited, he/she would have to pay back a minimum amount of Rs.1,00,000/- to the company towards joining and training expenses incurred by IDFC Bank Limited.

Kindly confirm your acceptance to this offer of employment within 3 days of receipt of this offer.

IDFC Bank Limited
Deepika Mahajan
Head- Resourcing

Offer electronically accepted by: Deepak Yadav
Offer electronically accepted on: 16-01-2019, 10:41 PM GMT+05:30



OFFER LETTER

Date: 21/12/2018

Devang Parikh
OBM Maharashtra University

Dear Devang

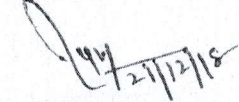
Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 2.75 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be 18th June 2019. Any change would be communicated to you in due course.

You will be placed anywhere in India & your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!


21/12/18

Human Resources
Avenue Supermarts Ltd. (D-Mart)

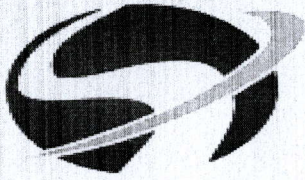
* This is a provisional offer of employment subject to the following terms-

1. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
2. You should be declared *Fit for employment* by a medical examination to be arranged by us.
3. All documents submitted by you in support of identity, address, academics are true

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: Dev Parikh NAME: Devang Parikh DATE: 27/12/2018



SHYAM ADVISORY®
Your Perfect Wealth Creator

Offer Letter

Date: 28/12/2018

Name : **GRISHMA VIMALBHAI VADHER**

Sub: Offer letter for the post of BUSINESS DEVELOPMENT EXECUTIVE

Congratulations..!!!

With reference to the interview you had with the undersigned, we are pleased to appoint you as per the terms and conditions discussed with you. If you agree to these terms, we would like you to join our organization as per following details

- Designation : BUSINESS DEVELOPMENT EXECUTIVE
- Joining Date : 05/01/2019
- Location: Rajkot

Monthly salary offered to you is :Rs. 10,000 + INCENTIVES
Bond for the period of : Not applicable (30 days no salary in training)
Probation Period : 3 months

You will devote full time to the work of the company and will not undertake any direct/indirect business or work honorary or on remuneration except with the prior permission of the management in each case.

Please sign and return the duplicate copy of this letter along with following documents to HR at the time of your joining : photocopies of your 1) Id proof 2) Address proof 3) School Leaving Certificate 4) Education qualification certificates 5) Work Experience Certificate(Optional). 6) passport size photograph.

This offer is valid for 7 Days starting from the offer date.

We look forward your joining to our company.

Sincerely Yours,



Authorised Signatory

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