



President :
Shri Amrishbhai R. Patel
M.L.A.

Principal :
Dr. S. B. Bari
M.Pharm. Ph.D., D.I.M.F.J.C.

M. Pharm Placement A.Y. 2021-22

Sr No	Name Of Student Placed	Contact Details	Program Graduated From M.Pharm	Name Of The Employer With Contact Details	Pay Package At Appointment
1	Borhade Dinesh Dattatraya	8830718062	M. Pharm	IQVIA, Mumbai	260000
2	Borole Pratiksha Uddhavrao	8010721968	M. Pharm	Elysium Pharmaceutical Ltd	220000
3	Borse Charushila Bhausahab	8208372616	M. Pharm	Labcorp Drug Development, Hinjewadi Phase - 1, Pune	216000
4	Devkar Pratiksha Manoj	9637708456	M. Pharm	IQVIA, Mumbai	260000
5	Gosavi Dipesh Prakashgir	8625879728	M. Pharm	Sun Pharmaceuticals Industries Limited Halol	365000
6	Jain Rupal Sudhir	8668811670	M. Pharm	Advantmed India LLP, Ahmedabad	180000
7	Jain Saurabh Rashmikant	7507217372	M. Pharm	Labcorp Drug Labcorp Drug Development, Hinjewadi Phase - 1, Pune	216000
8	Marathe Bhushan Keshavrao	9096161392	M. Pharm	TITAN LABORATORY Mumbai	240000
9	Patil Bhupesh Digambar	9637291139	M. Pharm	Zentiva Private Limited, GIDC Estate, Ankleshwar, Dist-Bharuch, Gujarat- India	216000
10	Patil Prajakta Anil	9665204828	M. Pharm	IQVIA, Mumbai	260000
11	Pawar Snehal Narendra	8208528802	M. Pharm	Paraxell Pvt. Ltd	420000
12	Ppatil Gaurva Shriram	9165541861	M. Pharm	Unichem Laboratories Limited, Goa	320000
13	Rajput Kirti	7066349506	M. Pharm	Labcorp Drug Development, Hinjewadi Phase - 1, Pune	216000
14	Sontakke Pradip Falji	9130652465	M. Pharm	Novamis Private Limited	320000
15	Tawade Shraddha Shirish	9021301826	M. Pharm	Labcorp Drug Development, Hinjewadi Phase - 1, Pune	216000
16	Borse Krunal Bhimrao	7721986397	M. Pharm	Advantmed India LLP, Ahmedabad	228000
17	Chaudhari Kalyani Chandrakant	7038491908	M. Pharm	Advantmed India LLP, Ahmedabad	228000
18	Girase Mrunal Ramsing	9359020055	M. Pharm	Jodas Expoim Pvt.Ltd., Plot No.55, Phase-3, Biotech Park, Karkaptla Siddipet District Pin Code 502279	180000
19	Kukade Nilesh Samadhan	7066203163	M. Pharm		216000
20	Manyar Shohebrijvan Mo Sharif	9767487310	M. Pharm	IQVIA, Mumbai	260000
21	Patil Nikita Mohiniraj	8208605168	M. Pharm	H. R. PATEL INSTITUTE OF PHARMACEUTICAL EDUCATION AND RESEARCH, SHIRPUR	300000
	Patil Sairendhari Santosrao	7798923689	M. Pharm	Kaliberr Biosciences Pvt Ltd, Nashik	216000
23	Patil Sumit Sanjay	9403196414	M. Pharm	Paraxell Pvt. Ltd	420000
24	Rajput Saurabh Nandubhai	9145330237	M. Pharm	Paraxell Pvt. Ltd	420000
25	Sharma Priti Dilipkumar	8329288425	M. Pharm	R V Lifesciences Limited, Aurangabad	180000



H. R. Patel Institute of Pharmaceutical Education and Research

U.S.A accredited B. Pharm Programme H.R Patel Institute of Pharmaceutical Education & Research
'Serving Nation's Health'
Shirpur Dist.Dhule(M.S) 425 405

(02563) 257599, 9423918023, 9850223277.



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26	Shinde Yogesh Prataprao	909853366	M. Pharm	Zentiva Private Limited, GIDC Estate, Ankleshwar, Dist-Bharuch, Gujarat- India	216000
27	Sinkar Kiran Prabhakar	8275270518	M. Pharm	Biocon Biologics, Bangalore	350000
28	Sonawane Trunali Ramkrushna	8380843772	M. Pharm	Paraxell Pvt. Ltd	420000
29	Suryawanshi Gaurav Sunil	7720817984	M. Pharm	Paraxell Pvt. Ltd	420000
30	Tiwari Perana Jitendra	8485826950	M. Pharm	Kaliberr Biosciences Pvt Ltd, Nashik	220000




PRINCIPAL
H.R. Patel Institute of Pharmaceutical,
Education & Research
Shirpur Dist.Dhule(M.S) 425 405

H. R. Patel Institute of Pharmaceutical Education and Research

NBA accredited B. Pharm Programme

'Serving Nation's Health'

Karwand Naka, Shirpur - 425405, Dist : Dhule (MS).

☎ (02563) 257599, ☎ 9423918023, 9850223277.

🌐 <http://www.hrpatelpharmacy.co.in> @ principal@hrpatelpharmacy.co.in registration@hrpatelpharmacy.co.in



5/11/2021

Dinesh Borhade
11, Durga apartment
Near Ganpati Mandir,
Dhule 424001

Dear Dinesh,

Welcome to IQVIA™

On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 55,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Safety Aggreg Report Coord - 110}. You will be based in Thane, India (INMUM1, 42.5) Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS PAY (AGP) - ₹332,000.00

PROVIDENT FUND - 21600

FIXED COST TO COMPANY (1+2) - 353,600

ANNUAL INCENTIVE PAY TARGET* - 26560

TOTAL COST TO COMPANY (3+4) - 380,160

ANNUAL INCENTIVE PAY TARGET*

You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later



OFFER LETTER

To,
Ms. Pratiksha Borole,

This has reference to your application and subsequent interview held with us. In this connection we are pleased to inform you that you have been selected for the post of **Officer Grade -1 in Quality Control Department in Unit 1**

Your posting will be at our Company situated at Dabhasa, Ta. Padra, Dist. Vadodara. If required, you may be transferred to work in any other division/sister company/ associate concern situated anywhere in India without assigning any reasons whatsoever.

The position of **Officer Grade -1 in Quality Control Department** with our organization is offered to you on below mentioned terms and conditions:

Detailed appointment letter as an **Officer Grade -1 in Quality Control Department** with detailed terms and conditions with the mutually agreed your emoluments during our discussion in person will be issued to you after your joining our Company.

You're required to join the duty on or before 28th December, 2022.

You will be under training of **One Year** from the date of joining. During the training period company has reserved its right to terminate your services on the ground of non-performance serious misconduct, mistake of privileges without compensation.

As discussed with and agreed upon, you will not leave the Company services during training period of one year. You have also agreed upon to indemnify the Company for the training and recruitment cost which would be incurred by the Company by entering in to an indemnity agreement with the Company equivalent to your six month's stipend.



This offer letter is further subject to the production of the Xerox copies of the following certificate/ documents duly self-attested / attested by a gazetteer officer.

- 1 Xerox copies of Degree / Diploma / Secondary school leaving certificate or equivalent educational qualification with mark sheets.
- 2 Four Passport size photographs & Two stamp size photographs.
- 3 Aadhar Card and PAN card zerox
- 4 Blood Group certificate.
- 5 Medical Certificate of Fitness from competent doctor not less than MBBS.
6. Xerox copy of first page of passbook stating bank account number and IFSC Code of your saving bank account with State Bank of India Otherwise Bank of Baroda.

You will be required to observe all the rules and code of conduct of the Company as applicable to employees of your category from time to time.

You are requested to accord your acceptance of this offer by signing the duplicate copy of this letter. If you fail to join the duty with the Company on or before the date of joining as mentioned here above, it will presumed that you are not interested in our said offer and the same will stand cancelled automatically without any further correspondence/communication from either side in this regards.

We wish you a very bright, fruitful and long association with us.

For Elysium pharmaceuticals ltd,

Authorized Signatory

I have understood all the terms and conditions and accept the offer. I will join the service on or before _____.

Full name: _____

Signature: _____

Date: _____



19-Dec-22

Ms.Charushila Bhausaheb Borse

LETTER OF OFFER

Dear Charushila,

With reference to your application and subsequent interview with us, we are pleased to offer you a Fixed Term Assignment as " Junlor Regulatory Affairs Specialist". The Fixed Term Assignment will be for a period of 6 months, commencing from 21-Dec-22 . The assignment is to be carried out by you for our client, Covance India Pharmaceutical Services Pvt. Ltd., the same being extendable upon client's request.

The following are the terms and conditions of your employment with us:

1. The employment will be effective from 21-Dec-22. During the term of employment your CTC will be Rs 29602.00 (Twenty Nine Thousand Six Hundred and Two Only) per month. Tax Deducted at Source as applicable.
2. During the tenure of your assignment you are expected to abide by the rules and regulations which will be conveyed to you by your supervisor.
3. During the tenure of your assignment if you are required to work remotely by the client organization, you will be paid a broadband and internet allowance of Rs. 1250 per month for acquiring a high speed broadband connection at your place of work. We recommend a minimum of 40Mbps to 100Mbps (both upload and download) bandwidth with a latency of less than 10 ms. Tax Deducted at Source as applicable.
4. You will be required to observe the normal 8 hours working, 5 days a week based on the shift and weekly off allotted to you, by the client organization.
5. You will be required to execute an agreement of confidentiality and non-disclosure of the confidential information entrusted to you during your assignment.
6. Please note that your employment is subject to your clearing the background verification process at Wissen Infotech Pvt Ltd.
7. Your fixed term assignment may be extended by one or more months depending upon our client's requirement.
8. Leave for sickness and other exigencies will be at the discretion of your supervisor and would have to be sanctioned in advance (not more than 2 days in a month) during the entire contract period.
9. You may terminate this Agreement by giving Wissen 60 days' written notice, however in case you resign from your job, during the fixed term contract, Wissen reserves the right to re-claim an equivalent of two months' compensation as a penalty towards break in Fixed Term Contract. Wissen can terminate this Agreement without assigning any reason by giving you 30 days' written

Corporate Office
G-4, 9th Floor
Cyber Towers, Hi-Tech City
Madhapur, Hyderabad
Telangana - 500 081
India T : +91-40-68227000



U.S. Office
2225 Parklawn Dr. Suite G
Waukesha, WI 53186, USA
T : (262) 510-2500

www.wissen.com

Bangalore Office
Adarsh Eco Plaza
4th Floor, #176, KGADE
BSP 2nd Phase, Whitefield
Bangalore - 560 006
India T : +91-80-40349600

notice or salary in lieu of notice. In addition, in case of breach of any terms and conditions of this Agreement, Wissen can terminate this Agreement forthwith.

10. During the period of such deputation to client through this fixed term employment with Wissen Infotech Pvt Ltd, at no point in time will you be considered as an employee of our client.

S No	Particulars	Monthly Amount (in ₹)
1	Basic	12,500.00
2	HRA	5,000.00
3	Conveyance	1,600.00
4	Bonus	1,041.00
5	Allowance	6,460.00
	Gross Pay	26,601.00
6	Company PF	1,800.00
7	Gratuity	601.00
8	Health & Life Insurance	600.00
	CTC	29,602.00

If these terms and conditions are acceptable to you, please do signify your acceptance by signing the duplicate copy of this contract and return the same to us.

We trust we will mutually build a meaningful career for you.

Best wishes sincerely
For Wissen Infotech Pvt Ltd

Bhanumathi's

Bhanumathi Santhosh
Manager - HR

The above terms of employment are agreeable to me.

Full Name: Charushila Bhausahab Borse

Signature: 

Date: 19/12/2022





5/04/2022

Pratiksha Devkar
Ramdeo Baba nagar
Sakri, Dhule
425405

Dear Pratiksha,

Welcome to IQVIA™

On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 55,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be (Safety Aggreg Report Coord - 110). You will be based in Thane, India (INMUM1, 42.5) Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS PAY (AGP) - ₹332,000.00

PROVIDENT FUND - 21600

FIXED COST TO COMPANY (1+2) - 353,600

ANNUAL INCENTIVE PAY TARGET* - 26560

TOTAL COST TO COMPANY (3+4) - 380,160

ANNUAL INCENTIVE PAY TARGET*

You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later



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 : L24230GJ 1993PLC019050



SPI/COR/HRD/20702/22

Date 05/03/2022

Dipesh Prakashgir Gosavi
A/P Kusumba Tal. Dhule
Dist.Dhule,
Maharashtra
India, 424 302

Dear Mr Dipesh,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of Trainee Officer - Production in the G12C grade in our organization to be based at Halol

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 appointment letter giving detailed terms and conditions of your employment shall be issued upon your joining duty, subject to finding your educational and professional documents accurate as mentioned in Personal Information Form, 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 and requirement 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 and return the same to us for our records.

With best wishes

Yours sincerely

SUN PHARMACEUTICAL INDUSTRIES LTD.

AUTHORISED SIGNATORY

Accepted and agreed to join on or before _____

Signature _____



Registered Office: SPARC, Tandajja, Vadodara 390 012, Gujarat, INDIA.
Reaching People, Touching Lives



To,
Jain Rupal Sudhir
Monday, 6 September, 2021

Employment Offer Letter- FULL TIME

Dear Rupal,
Congratulations!!

We are pleased to extend you an offer of Employment based on the interview discussions you had with us. Details of the terms and conditions of offer are as under:

1. Designation: **Medical Coder**
2. Department: **Medical Record Review Dept (24_09)**
3. Place of Reporting: 5th Floor, Tower-1, Infocity, Near Indroda Circle, Gandhinagar.
4. Date of Reporting: **On Thursday, 09 September 2021**
5. Working Days : Monday to Saturday (May vary based on business requirement)
6. Time of Reporting: **11:00 AM**
7. Your Current Shift Timings :Morning Shift 1 (8:00 AM - 5:30 PM N/A)
8. Compensation: Fixed compensation of ₹15,000.00 Per Month (CTC). Please refer to Annexure 1.
9. Joining Formality: Please refer to Annexure 2.

Detail of your employment will be provided in Appointment Letter, which will be issued to you upon joining.

Once you accept the Employment Offer, you will be subject to Employment Background Verification. For details please see Annexure 3.

Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us.



05-Dec-22

Mr..Saurabh Rashmikant Jain

LETTER OF OFFER

Dear Saurabh,

With reference to your application and subsequent interview with us, we are pleased to offer you a Fixed Term Assignment as " Junior Regulatory Affairs Specialist". The Fixed Term Assignment will be for a period of 6 months, commencing from 12-Dec-22 . The assignment is to be carried out by you for our client, **Covance India Pharmaceutical Services Pvt. Ltd.**, the same being extendable upon client's request.

The following are the terms and conditions of your employment with us:

1. The employment will be effective from 12-Dec-22. During the term of employment your CTC will be Rs 29602.00 (Twenty Nine Thousand Six Hundred and Two Only) per month. Tax Deducted at Source as applicable.
2. During the tenure of your assignment you are expected to abide by the rules and regulations which will be conveyed to you by your supervisor.
3. During the tenure of your assignment if you are required to work remotely by the client organization, you will be paid a broadband and internet allowance of Rs. 1250 per month for acquiring a high speed broadband connection at your place of work. We recommend a minimum of 40Mbps to 100Mbps (both upload and download) bandwidth with a latency of less than 10 ms. Tax Deducted at Source as applicable.
4. You will be required to observe the normal 8 hours working, 5 days a week based on the shift and weekly off allotted to you, by the client organization.
5. You will be required to execute an agreement of confidentiality and non-disclosure of the confidential information entrusted to you during your assignment.
6. Please note that your employment is subject to your clearing the background verification process at Wissen Infotech Pvt Ltd.
7. Your fixed term assignment may be extended by one or more months depending upon our client's requirement.
8. Leave for sickness and other exigencies will be at the discretion of your supervisor and would have to be sanctioned in advance (not more than 2 days in a month) during the entire contract period.
9. You may terminate this Agreement by giving Wissen 60 days' written notice, however in case you resign from your job, during the fixed term contract, Wissen reserves the right to re-claim an equivalent of two months' compensation as a penalty towards break in Fixed Term Contract. Wissen can terminate this Agreement without assigning any reason by giving you 30 days' written

Corporate Office
4th Floor
Towers, Hi-Tech City
Madhapur, Hyderabad
Telangana - 500 081
India T : +91-40-68237000

U.S. Office
2225 Parklawn Dr. Suite G
Menasha, WI 53188, USA
T : (262) 510-2900

Bangalore Office
Adarsh Eco Plaza
4th Floor, #176, KAGB
EPF 2nd Phase, Whitefield
Bangalore - 560 066
India T : +91-80-40349600

www.wissen.com



notice or salary in lieu of notice. In addition, in case of breach of any terms and conditions of this Agreement, Wissen can terminate this Agreement forthwith.

10. During the period of such deputation to client through this fixed term employment with Wissen Infotech Pvt Ltd, at no point in time will you be considered as an employee of our client.

S No	Particulars	Monthly Amount (in ₹)
1	Basic	12,500.00
2	HRA	5,000.00
3	Conveyance	1,600.00
4	Bonus	1,041.00
5	Allowance	6,460.00
	Gross Pay	26,601.00
6	Company PF	1,800.00
7	Gratuity	601.00
8	Health & Life Insurance	600.00
	CTC	29,602.00

If these terms and conditions are acceptable to you, please do signify your acceptance by signing the duplicate copy of this contract and return the same to us.

We trust we will mutually build a meaningful career for you.

Best wishes sincerely
For Wissen Infotech Pvt Ltd

Bhanumathi S

Bhanumathi Santhosh
Manager - HR

The above terms of employment are agreeable to me.

Full Name:

Signature:

Date:





TITAN LABORATORIES PVT. LTD.

Manufacturers of Sustained & Modified Release Pellets, DC Granules, Taste Mask Granules, Capsules & Tablets.

A/01-GF & A/101, Plot No 120, Anand Bhavan, Spectrum Building, R. B. Mehta Marg, Ghalkopar (East), Mumbai - 400077. INDIA
Tel : 0091 - 22 - 6785 7000 Fax : 0091 - 22 - 6785 7070
E-mail : titanpharmaindia@hotmail.com Website : www.titan-lab.com
CIN-U 24100MH2004PTC146928

Ref. No.: HR/Offer Letter/SM/22-23

December 12th, 2022

To,
Mr. Bhushan Marathe,
S/O.: Mr. Keshavrao Marathe,
At post - Waghadi, Tal - Shirpur,
Dist - Dhule - 425405.
Mobile No - 9096161392 / 9156247312
Email ID - bnushanma1432@gmail.com
D.O.B. - 27th October, 1998

Sub: Offer Letter

Dear Mr. Bhushan,

This is with reference to your application and the interview held on 17th September, 2022. We are pleased to offer you the position of "Research Associate - R&D" in our Organization, broadly on the following terms and conditions:

- Your remuneration package is total cost to company (CTC) as mutually agreed and discussed during our meeting.
- You will be based at Mumbai in the first instance.
- We would like you to join our services on / before 22nd December, 2022.
- After accepting offer letter from our company you should submit your resignation acceptance letter from your current organization within 3 working days, otherwise offer letter will be treated as cancelled.

The other terms and conditions of your employment in the company will be as per your Appointment Letter which will be issued to you on your joining and after submission of following documents / details below:

- 1) Xerox copies of all educational certificates.
- 2) All Previous employments details (Service certificated and Relieving letter etc.).
- 3) Residential Proof (Ration Card / Electricity Bill).
- 4) Latest Three months' pay slip of previous employer along with bank statement.
- 5) Latest Form 16 from previous employer.
- 6) Xerox copy of your Pan Card (Both the sides)
- 7) Employment from duly filled in along with two passport size latest photograph.
- 8) Before joining you should submit your medical fitness certificate issued by registered MBBS Doctor.

This offer and acceptance thereof for the purpose of joining is irrevocable and any party breaching the contract shall be liable for payment of damages as per provisions of applicable laws for this the Courts at Mumbai will have Jurisdiction.

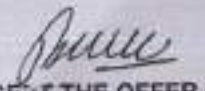
We look forward to your joining us.

Thanking you.

Yours Faithfully

For TITAN LABORATORIES PVT. LTD.

Jyoti Gholap
Manager HR


I ACCEPT THE OFFER ON ABOVE
TERMS AND CONDITIONS

I Shall Join On

Factory : Plot No. E27/1 & E27/2. M.I.D.C. Mahad, Village - Jite, Dist. Raigad.



BHUPESH PATIL
Mu Ajanad Bangala
Ajanad Bhatpure
Shirpur 425405
Dhule
Maharashtra

15th December 2022

Subject: Offer Letter

Dear Bhupesh,

It gives us great pleasure to make you a formal offer to join Zentiva India Team as **Officer-Quality Assurance, Pharmaceuticals** at Ankleshwar Site.

The key role, responsibilities of the position and our expectations from you are as discussed during our meeting. A more specific and detailed appointment will be drawn when you join us. Kindly intimate your date of joining at the earliest.

The key elements of your compensation, benefits and perquisites have been discussed with you. If you do have any specific queries on this subject, we would be most happy to clarify them for you. A detailed letter of appointment outlining all aspects of your employment terms will be provided to you at the time of your joining. Your appointment is subject to medical fitness and successful verification of background information.

We look forward to welcoming you to our team. Please sign and return duplicate copy of this letter as a token of your formal acceptance of this offer.

Yours faithfully,
On behalf of Zentiva Private Limited



Atul Jivani
Head HR – Ankleshwar Site
Zentiva India





2/03/2023

Prajakta Patil
Row H. No. B-04 Gat no. 230-2,
Rameshwar puram, Honaji nagar,
Jatwada road, Aurangabad
431001

Dear Prajakta,

Welcome to IQVIA™

On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 55,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be (Safety Aggreg Report Coord - 110). You will be based in Thane, India (INMUM1, 42.5) Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS PAY (AGP) - ₹332,000.00

PROVIDENT FUND - 21600

FIXED COST TO COMPANY (1+2) - 353,600

ANNUAL INCENTIVE PAY TARGET* - 26560

TOTAL COST TO COMPANY (3+4) - 380,160

ANNUAL INCENTIVE PAY TARGET*

You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later





date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

You will be required to work in shifts as per the company requirements.

BENEFITS:

- **Gratuity:** The eligibility and amount of this benefit is as per the applicable laws.
- **Leave Eligibility:** All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.
- **Group Medisclaim:** Employee and family members are covered as per prevailing Company Policy.
- **Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.**

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Rashmi Avinash
Director, Talent Acquisition Team

For IQVIA RDS (India) Private Limited

Joining Date: 16-Mar-2023





Registered Office
IQVIA RDS (India) Private Limited
Omega,
Embassy TechSquare,
Kadubeesanahalli CIN: U74140KA2003PTC032950
Marathahalli-Sarjapur Outer Ring Road.
Bangalore-560103
www.iqvia.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 16-Mar-2023 is made and entered by (IQVIA RDS (India) Private Limited) (hereinafter "IQVIA" and Prajakta Patil, AGED (24) (DOB: (7/Jan/1999)), [S-D]/o (Anil Pandit Patil) having Aadhar No. (352382367484) (hereinafter the "Executive").

IQVIA desires to employ this Executive as Safety Aggreg Report Coord and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

1. **EMPLOYMENT** IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. **NATURE OF EMPLOYMENT** This Executive shall serve as a Safety Aggreg Report Coord and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.

2.3 This Executive's base of operation shall be Thane, India (INMUM1, 42.5) subject to business travel as may be





necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. COMPENSATION

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. ₹332,000.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

4. TERM OF EMPLOYMENT

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:

(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and





(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a *pari passu* basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

- (i) your performance of your job in an unsatisfactory manner, as determined by the Company;
- (ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;
- (iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;
- (iv) your misconduct, violation of any law classified as a felony or dishonesty; or
- (v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").

Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any body-corporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the





Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

5. COMPENSATION AND BENEFITS UPON TERMINATION

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.

5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.5, liquidated damages in an amount equal to the Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.





5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES

6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:





(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information*

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company;

(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the





issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.

6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. **RELEASE** Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

8. EMPLOYEE REPRESENTATIONS

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not (i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.





(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

- (i) Gain unauthorized access to the computer system or computer network; or
- (ii) Download, copy or extract any information or data from such system; or
- (iii) Introduce any harmful code; or
- (iv) Cause any damage to the system or network; or
- (v) Cause the non-functioning or malfunctioning of any system or network; or
- (vi) Cause denial of access to any authorized person to the system or network; or
- (vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
- (viii) Tamper or manipulate any system or network with the object of operating the account of another person; or
- (ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or
- (x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.

(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA confidential information shall include, but not limited to:

- (i) IQVIA data and databases.
- (ii) Statistical methodologies, computer software and documentation.
- (iii) Information about employees (including compensation, benefits and performance reviews).
- (iv) Lists of customers and prospective customers.
- (v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
- (vi) Methods of doing business and business processes.





- (vii) Financial information relating to the performance of the Company.
- (viii) Internal policies accessible only to employees during employment.
- (ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.

(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and





obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. **NOTICES** All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:

If to the Executive, to: Executive's Residential Address

Prajakta Patil
Row H. No. B-04 Gat no. 230-2,
Rameshwar puram, Honaji nagar,
Jatwada road, Aurangabad
India
431001

If to the Company, to:

IQVIA
OFFICE OF GENERAL COUNSEL,
Omega Embassy TechSquare
Marathahalli- Sarjapur Outer Ring Road
Kadubeesanahalli
Bangalore 560103
Office: + 91 80 3769 0000/0100
Attr: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. **WAIVER OF BREACH** The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.





11. **ENTIRE AGREEMENT** Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other understandings and agreements, oral or written, between the parties with respect to the subject matter of this Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. **SEVERABILITY** If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. **PARTIES BOUND** The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.

14. **GOVERNING LAW** This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

For and on behalf of
IQVIA RDS (India) Private Limited

Rashmi Avinash
Director, Talent Acquisition Team



parexel.

15-Mar-2022

PXL-HYD-CRS-FY12-0565

Ms. Snehal Pawar,
Santsena Nagar Near BYK College, Nashik
Maharashtra.

Subject: Offer cum Appointment Letter (the "Appointment Letter")

Dear Snehal Pawar

We are pleased to offer you the position of Clinical Data Analyst I. Your date of joining and commencement of employment is 15-Mar-2022 and your place of work will be **Homebased**.

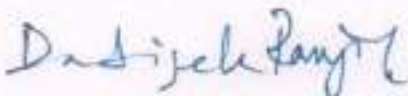
Your compensation is indicated in the Compensation & Benefits worksheet attached as Annexure B. This appointment is subject to the Terms and Conditions of Employment and the Employee Confidentiality, Invention & Non-Solicitation Agreement, attached as Annexure A and C respectively.

Please confirm your acceptance of enclosed Terms and Conditions of Employment and the Employee Confidentiality, Invention & Non-Solicitation Agreement, by countersigning a copy of this letter below.

On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Yours sincerely,

For 1725 - Parexel International (India) Private Limited



Ranjit Dadigela
Senior Director, Talent Acquisition

Enclosures:

Annexure A - Terms and Conditions of Employment

Annexure B - Compensation & Benefits

Annexure C - Employee Confidentiality, Invention & Non-Solicitation Agreement

Annexure D - List of essential documents

CC: Payroll / Personnel File

I hereby acknowledge the above and confirm:

Snehal Pawar

Date:





UNICHEM
LABORATORIES LTD.

Jan 27, 2023

Mr.Gaurav Patil
Amalner, Maharashtra.

LETTER OF OFFER

Dear Mr.Gaurav,

This has reference to your application and subsequent personal discussions you had with us. We are pleased to make an offer of appointment to you as under:

1. You will be designated as **Trainee** in **Acasia R And D** department and based at **Goa**.
2. Your emoluments will be as per the mutually agreed terms and conditions.
3. This offer is subject to you being medically fit.
4. This offer is issued to you on the understanding that you have furnished all the required relevant information and all the information furnished by you is correct and complete.
5. The regular letter of appointment, incorporating the detailed terms and conditions will be issued to you consequent upon joining duty.
6. In the meanwhile, if you are currently working or have worked earlier, you are requested to submit us a copy of your resignation letter and acceptance letter from your previous employer latest within 7 days of the offer letter date, failing which this offer will stand withdrawn, without any further reference to you.
7. This offer of employment is valid until **January 30, 2023** for joining, failing which the offer will automatically stand withdrawn.

Thanking you,

Yours faithfully,
For UNICHEM LABORATORIES LTD.,

Durguesh Pai Angle
General Manager



LETTER OF OFFER

Dear, **Kirti**

With reference to your application and subsequent interview with us, we are pleased to offer you a Fixed Term Assignment as "**Junior Regulatory Affairs Specialist**". The Fixed Term Assignment will be for a period of 6 months, commencing from **15-Mar-22**. The assignment is to be carried out by you for our client, **Covance India Pharmaceutical Services Pvt. Ltd.**, the same being extendable upon client's request.

The following are the terms and conditions of your employment with us:

1. The employment will be effective from 12-Dec-22. During the term of employment your CTC will be Rs 29602.00 (Twenty Nine Thousand Six Hundred and Two Only) per month. Tax Deducted at Source as applicable.
2. During the tenure of your assignment you are expected to abide by the rules and regulations which will be conveyed to you by your supervisor.
3. During the tenure of your assignment if you are required to work remotely by the client organization, you will be paid a broadband and internet allowance of Rs. 1250 per month for acquiring a high speed broadband connection at your place of work. We recommend a minimum of 40Mbps to 100Mbps (both upload and download) bandwidth with a latency of less than 10 ms. Tax Deducted at Source as applicable.
4. You will be required to observe the normal 8 hours working, 5 days a week based on the shift and weekly off allotted to you, by the client organization.
5. You will be required to execute an agreement of confidentiality and non-disclosure of the confidential information entrusted to you during your assignment.
6. Please note that your employment is subject to your clearing the background verification process at Wissen Infotech Pvt Ltd.
7. Your fixed term assignment may be extended by one or more months depending upon our client's requirement.
8. Leave for sickness and other exigencies will be at the discretion of your supervisor and would have to be sanctioned in advance (not more than 2 days in a month) during the entire contract period.
9. You may terminate this Agreement by giving Wissen 60 days' written notice, however in case you resign from your job during the fixed term contract, Wissen reserves the right to re-claim an equivalent of two months' compensation as a penalty towards break in Fixed Term Contract. Wissen can terminate this Agreement without assigning any reason by giving you 30 days' written



ORBIT PHARMA
SOLUTIONS

702 A, Shlok Infinity, Chandlodiya R
opposite Vishwakarma Temple,
Chandlodiya, Ahmedabad,
Gujarat 382481

Date: 28 Dec 2022

To,

Mr. Pradip Sontakke
Nanded - 431602

Sub: Offer Letter

We are pleased to offer you the position of a **Trainee Research Scientist – FR&D with Novamis Private Limited (T/A Orbit Pharmaceuticals)**. We are all excited about the potential that you will bring to our organization.

As we discussed during your interviews, you will be functionally reporting to **General Manager – FR&D at Novamis Private Limited (T/A Orbit Pharmaceuticals)**.

You will be paid monthly salary as decided during interview with respect to agreed CTC. You will receive detailed Salary breakup upon joining.

You are required to join us latest by **05 Jan 2023**, beyond which this offer stands cancelled unless otherwise either party communicates the said delay beforehand.

We look forward to your arrival as an employee of our organization and are confident that you will play a key role in our company's expansion into national and international markets. Your detailed appointment letter will be issued to you at the time of your joining. If this employment offer is acceptable to you, please sign a copy of this letter and return it to us by **29 Dec 2022**.

Yours truly,

For **Novamis Private Limited (T/A Orbit Pharmaceuticals)**.

Authorized Signatory

I accept the above mentioned employment offer and acknowledge receiving a copy of the same.

Signature _____

Name _____

Date _____



Novamis Private Limited T/A Orbit Pharmaceuticals

LETTER OF OFFER

Dear, **Shraddha**

With reference to your application and subsequent interview with us, we are pleased to offer you a Fixed Term Assignment as " **Junior Regulatory Affairs Specialist**". The Fixed Term Assignment will be for a period of 6 months, commencing from **15-Mar-22**. The assignment is to be carried out by you for our client, **Covance India Pharmaceutical Services Pvt. Ltd.**, the same being extendable upon client's request.

The following are the terms and conditions of your employment with us:

1. The employment will be effective from 12-Dec-22. During the term of employment your CTC will be Rs 29602.00 (Twenty Nine Thousand Six Hundred and Two Only) per month. Tax Deducted at Source as applicable.
2. During the tenure of your assignment you are expected to abide by the rules and regulations which will be conveyed to you by your supervisor.
3. During the tenure of your assignment if you are required to work remotely by the client organization, you will be paid a broadband and internet allowance of Rs. 1250 per month for acquiring a high speed broadband connection at your place of work. We recommend a minimum of 40Mbps to 100Mbps (both upload and download) bandwidth with a latency of less than 10 ms. Tax Deducted at Source as applicable.
4. You will be required to observe the normal 8 hours working, 5 days a week based on the shift and weekly off allotted to you, by the client organization.
5. You will be required to execute an agreement of confidentiality and non-disclosure of the confidential information entrusted to you during your assignment.
6. Please note that your employment is subject to your clearing the background verification process at Wissen Infotech Pvt Ltd.
7. Your fixed term assignment may be extended by one or more months depending upon our client's requirement.
8. Leave for sickness and other exigencies will be at the discretion of your supervisor and would have to be sanctioned in advance (not more than 2 days in a month) during the entire contract period.
9. You may terminate this Agreement by giving Wissen 60 days' written notice, however in case you resign from your job, during the fixed term contract, Wissen reserves the right to re-claim an equivalent of two months' compensation as a penalty towards break in Fixed Term Contract. Wissen can terminate this Agreement without assigning any reason by giving you 30 days' written





To,
Borase Krunal Bhimrao
Monday, 6 September, 2021

Employment Offer Letter- FULL TIME

Dear Krunal,
Congratulations!!

We are pleased to extend you an offer of Employment based on the interview discussions you had with us. Details of the terms and conditions of offer are as under:

1. Designation: **Medical Coder**
2. Department: **Medical Record Review Dept (24_09)**
3. Place of Reporting: 5th Floor, Tower-1, Infocity, Near Indroda Circle, Gandhinagar.
4. Date of Reporting: On **Thursday, 09 September 2021**
5. Working Days : Monday to Saturday (May vary based on business requirement)
6. Time of Reporting: **11:00 AM**
7. Your Current Shift Timings :Morning Shift 1 (8:00 AM - 5:30 PM N/A)
8. Compensation: Fixed compensation of ₹15,000.00 Per Month (CTC). Please refer to Annexure 1.
9. Joining Formality: Please refer to Annexure 2.

Detail of your employment will be provided in Appointment Letter, which will be issued to you upon joining.

Once you accept the Employment Offer, you will be subject to Employment Background Verification. For details please see Annexure 3.

Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us.





To,
Chaudhari Kalyani Chandrakant
Monday, 6 September, 2021

Employment Offer Letter- FULL TIME

Dear Kalyani,
Congratulations!!

We are pleased to extend you an offer of Employment based on the interview discussions you had with us. Details of the terms and conditions of offer are as under:

1. Designation: **Medical Coder**
2. Department: **Medical Record Review Dept (24_09)**
3. Place of Reporting: 5th Floor, Tower-1, Infocity, Near Indroda Circle, Gandhinagar.
4. Date of Reporting: **On Thursday, 09 September 2021**
5. Working Days : Monday to Saturday (May vary based on business requirement)
6. Time of Reporting: **11:00 AM**
7. Your Current Shift Timings :Morning Shift 1 (8:00 AM - 5:30 PM N/A)
8. Compensation: Fixed compensation of ₹15,000.00 Per Month (CTC). Please refer to Annexure 1.
9. Joining Formality: Please refer to Annexure 2.

Detail of your employment will be provided in Appointment Letter, which will be issued to you upon joining.

Once you accept the Employment Offer, you will be subject to Employment Background Verification. For details please see Annexure 3.

Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us.



September 21, 2022

To,
Ms. Mrunal Ramsing Girase,
1 Shabdsangati row house,
Vignaharta colony,
Near GTP stop
Deopur Dhule,
Maharashtra - 424001.

Dear Ms. Mrunal Ramsing Girase,

OFFER LETTER

With reference to your application and subsequent interview with you, we are pleased to offer you the position of "Tr. Executive – Quality Assurance" in our plant situated at Plot No: 55, Phase-III Bio-tech Park, Karakapatta (V), Markook (M), Siddipet - 502279.

We would expect you to join us by **10th October 2022** beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, in writing.

It is agreed that in pursuance to the appointment letter the employee has to serve the employer for a minimum period of two years.


You are advised to report at our Corporate Office located on 3rd floor, NSL Centrum, Plot No.S-1, Sy.No:1043 &1048, KPHB Phase-III, Kukatpally, Hyderabad, and Telangana-500072 by 9.30 A.M, to complete your joining formalities. This offer letter is valid subject to medical fitness.

On the date of your joining, you must bring the following:

1. Copies of all educational certificates (Marks Memo, Provisional Certificate & O.D.) along with the originals.
2. Relieving certificate from all the previous employers and latest 3 month's Pay slips & latest six month's bank statement.
3. Independent References with Phone No's, other than relatives.
4. Copy of your Driving License, Pan Card, Aadhar Card along with the originals.
5. Passport size photographs -8 No's.

Kindly sign the copy as a token of your acceptance of the offer and return us the same.

For Jodas Expoin. Pvt.Ltd



Vinod Upadhyay
Director – HR & Admin

I hereby agree that I will perform my duties for a minimum period of two years at Jodas Expoin Pvt.Ltd.



Read & Accepted.....
Date.....



5/11/2021

Nilesh Kukade
Flot 23/A, Saraswati Colony
Sakri Tal. Sakri Dist. Dhule
424304

Dear Nilesh,

Welcome to IQVIA™

On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 55,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be (Safety Aggreg Report Coord - 110). You will be based in Thane, India (INMUM1, 42.5) Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS PAY (AGP) - ₹332,000.00

PROVIDENT FUND - 21600

FIXED COST TO COMPANY (1+2) - 353,600

ANNUAL INCENTIVE PAY TARGET* - 26560

TOTAL COST TO COMPANY (3+4) - 380,160

ANNUAL INCENTIVE PAY TARGET*

You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later





President :
Shri. Amrishbhai R. Patel
M.L.C.

Principal :
Dr. S. B. Bari
M.Pharm. Ph. D., D.I.M.F.J.C.

Outward No. HRPIPER/2022/73

Date: November 19, 2022

APPOINTMENT ORDER

To,
Mr. Shoheb Manyar
Shirpur

Subject: Appointment to the post of Assistant Professor in the department of Pharmaceutical Chemistry

Dear Sir/ Madam,

In response to our advertisement, you had applied for the post of Assistant Professor. You were interviewed for the above post by the College Selection Committee. As per their recommendation, I am pleased to inform you that the Management has appointed you on the said post in **H. R. Patel Institute of Pharmaceutical Education and Research, Shirpur 425 405**, with following terms & conditions, with effect from 21st November 2022.

Your Appointment is subject to the following terms and conditions

1. Your service will be governed by the Maharashtra University Act., Statutes, Code of Conduct, Ordinance and rules and regulations laid down by the University and State Govt. from time to time. Your appointment is subject to the minimum number of students and workload prescribed for the post.
2. You are appointed in clear vacancy on full-time basis on the probation for a period of one years from date of joining. You will have to appear before University Selection Committee.
3. i) Your scale of pay will be 25000/- per month with other allowances prescribed by government from time to time, after your joining.
You shall get annual increments on your performance.
ii) Your appointment and salary shall be subject to approval/conditions laid down by the University and Director of Technical Education as the case may be.
4. You shall have to acquire the qualification Ph. D. as prescribed by the University / State Govt. / Central Council Concerned within the stipulated period of 7 years.
5. You shall submit the certified true copies of relevant testimonials such as birth date certificate, mark sheets, experience certificate, discharge/ relieving (Original), last pay certificate, cast certificate, change of name certificate (if any), etc. before joining the duties.



H. R. Patel Institute of Pharmaceutical Education and Research,
'Serving Nation's Health'

Karwand Naka, Shirpur - 425405, Dist: Dhule (MS).

☎ (02563) 257599, ☎ 9049032111, 9850223277.

<http://www.hrpatelpharmacy.co.in> @ principal@hrpatelpharmacy.co.in, registrar@hrpatelpharmacy.co.in

Appointment Letter

Date: 01/06/2022

Miss. Nikita Patil
Pachora, Jalgaon

Subject: Letter of Appointment

Dear Nikita,

This has reference to your application and the subsequent Interview you had with us, we are PLEASED to inform you that you are appointed as "QA-Trainee" in **Quality Assurance Department** w.e.f. **01/06/2022** on the following terms and conditions:

Place of Work:

Your place of work is presently at Nashik/Lakhmapur. You shall be transferred to whichever establishment, subsidiary, branch, unit, section, department or division that now exists or may be set up in future within the Indian Union as the Company considers expedient due to any exigencies.

In the event of your transfer, the terms and conditions of employment outlined herein shall continue to apply. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting.

Employment Status:

- a. The date of your joining duties, which may be extended, depending upon your performance, conduct attendance etc.
- b. If your performance is found to be not satisfactory, your services are liable for termination without assigning any reasons whatsoever.

Probation:

You will be on Probation for a period up-to six months. At the end of probationary period, the Management may, but is not bound to confirm your services. Until you are informed in writing that you are confirmed, you shall continue to remain on probation.

During the Probation your services may be terminated without any notice or salary in lieu of notice. If your services are found unsatisfactory, the Management may, but is not bound to extend the probationary period.

During the probationary period you may leave the services with one month notice to the Management. The Management will be free to terminate your services without any notice or payment in lieu of notice without assigning any reason whatsoever.

Duties & Responsibilities:

You should, during the period of your employment, perform duties and responsibilities entrusted to you, honestly, diligently, faithfully and efficiently to the best of your ability and skill.

Attend to, discharge and carry out all the duties and functions entrusted to you by the company or its Officers, Superiors from time to time, in all respects and behave yourself as a good and faithfully employee of the company.

Although your normal work will consist of duties assigned to you in the above capacity, you may at any time be called upon to discharge any other duties which in opinion of the Management, are well within your capacity and ability to discharge with diligence and care.

During the employment, you will be subject to the Standing Orders and / or service regulations applicable from time to time in the establishment where you are required to work. Your other service conditions will be the same as for other employees in your category in the organization.

Kaliberr BioScience Pvt. Ltd.

Connect at:

www.kaliberrlabs.com

info@kaliberrlabs.com

(+91) 9730 180 899

(+91) 9730 555 177



Registered Office:

8.No. 12/1, Plot No. 23,

Tipre Colony, Camp Road, Malogaon

Dist.: Nashik, Pin Code: 422203

Maharashtra, India.

Plant Address:

Survey No. 44/1, Koshimba Road,

Khadki, Lakhmapur Tal: Dindori,

Dist.: Nashik, Pin Code: 422202

Maharashtra, India

During the continuance of your employment and thereafter you shall keep all secrets and you will not divulge to any person, firm or Company whatsoever (other than the Directors of the Company or their authorized representatives). Your increment salary emoluments, as also such secrets or confidential information of any description acquired by you while in our service concerning the Business, any Information of our Manufacturing Process, Technical Know-How, Marketing Strategies, Financial Position, Topography of the Units, Future Plans, Business Practices or Affairs of the Company or any of its Department, Sister Concern, Associated works or Head Office, their customers and suppliers.

Devote the whole of your time and energy exclusively to the business and affairs of the company and without consent of the company in writing, you will not, during the continuance of your employment undertake or carry on either alone or in partnership, nor be directly or indirectly employed or concerned with as principal, agent, clerk, assistant, servant, or otherwise in any other business, trade or profession whatsoever.

Serve the company, obey directions and orders of the company, the Management or any Officer in authority over you.

Learn, perform and carryout any work which may be entrusted to you and undergo any training that the company may prescribe for you from time to time.

You will deal, treat and behave with customers, clients, suppliers, contractors, vendors, consultants responsibly, diligently, discretely and will make every effort to protect interest of the company.

You're dealing with them should be as per directions of the company and shall not cause any conflict of interest. Failure to adhere to any of the above terms and conditions shall be viewed seriously and appropriate action shall be taken against you.

Remuneration & Perquisites:

Your remuneration and other perquisites shall be regulated as per the Annexure I enclosed herewith.

Official Status:

You are treated as a member of **Staff Category**. Your status as defined shall remain the same irrespective of any subsequent change in the nature of functional responsibilities and place of work, if such changes are required in the exigencies of the Company's business.

Hours of Work:

Your hours of work will be as notified to you from time to time as applicable to the unit, where you are posted depending on the nature of business of the Company.

Leaves:

You will be governed by the Leave Rules of the Company as applicable and in force from time to time.

Notice Pay:

If you intend to leave the services of the Company, you have to give two months' prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.

Resignation & Termination:

After confirmation should you however desire to serve your connection with the Company, it will be necessary for you to give one months' notice in writing to the Company of your intention to do so.

Vice-a-versa the Company may terminate your services by giving one months' notice or salary in lieu of notice. Provided however, that no notice or salary in lieu of notice will be given in case your services are terminated for any misconduct.

Upon the termination of your employment, you will return to the Company all papers, documents, and any other articles and / or copies thereof belonging to the Company which may at the time be in your possession.

The notice period for employees during probation will be **15 days**.

Kaliberr BioScience Pvt. Ltd.

Connect at:

www.kaliberrlabs.com

info@kaliberrlabs.com

(+91) 9730 180 850

(+91) 9730 555 125



Registered Office:

S.No. 12/1, Plot No. 23,
Tipre Colony, Camp Road, Malegaon
Dist: Nashik, Pin Code: 422203
Maharashtra, India.

Plant Address:

Survey No. 446/1, Koshimba Road,
Khadki, Lakhmapur Tal: Dindori,
Dist: Nashik, Pin Code: 422202
Maharashtra, India

Other Benefits:

After your confirmation you will be entitled for Gratuity, as per the applicability of rules and regulations of the Company from time to time.

Retirement:

Upon attaining fifty-eight (58) years of age as per the Company records, you shall be retired from the services of the Company. However, the Company, at its sole discretion, may consider to grant an extension for a period as decided by the Company until you attain age of 60 years subject to you being medically found fit by the Medical Officer appointed by the Company.

Medical Examination:

Your appointment in the Company is subject to the conditions that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the employment is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

General:

a. This appointment is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found false or incorrect your employment in the Company shall be terminable without any prior notice.

b. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc from time to time.

c. You shall be governed by the Standing Orders, Rules and Regulations/Practices and other Service Conditions of the Company as applicable and in force from time to time.

d. All scheme and deduction (if applicable) will be applied as per organizational Human Resources policy.

If you agree to the above terms and conditions, please return the duplicate copy of this letter duly acknowledged by you as token of your acceptance.

We take this opportunity to WELCOME you to the family of **Kaliberr BioScience Pvt. Ltd.**, with a hope that your association with us proves to be of Mutual Benefits.

With Regards,

For **Kaliberr BioScience Pvt. Ltd.**



AUTHORISED SIGNATORY

Employee's Declaration

I have read and fully understood the terms of my appointment letter.

I accept the above terms and conditions of this letter of appointment and confirm.

Name: _____

Sign: _____

Date: _____

Kaliberr BioScience Pvt. Ltd.

Connect at:

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info@kaliberrlabs.com

(+91) 9730 180 899

(+91) 9730 555 171



Registered Office:

S.No. 12/1, Plot No. 23,

Tigre Colony, Camp Road, Malegaon

Dist.: Nashik, Pin Code: 422202

Maharashtra, India.

Plant Address:

Survey No. 444/1, Koshimba Road,

Khadki, Lakhmapur Tal: Dindori,

Dist.: Nashik, Pin Code: 422202

Maharashtra, India

ANNEXURE-I

SALARY BREAK UP

Employee Name	Nikita Patil	
DOJ	KB2200115	
Designation	01/06/2022	
Department	Trainee-QA	
Department	Quality Assurance	
Benefits		
Particulars	Monthly	Yearly
Basic Wage	7800	93600
HRA	3900	46800
Medical Allowances	2184	26208
Education Allowance	1716	20592
EPF	0	0
Total	15600	187200
Deductions		
EPF	0	0
ESI / Health Insurance	0	0
Professional Tax	200	2400
CTC (Cost to Company)	15600	187200
Net Salary	15400	184800

Note: This is the Original Copy.

Kaliberr BioScience Pvt. Ltd.

Connect at:
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info@kaliberrlabs.com

(+91) 9730 183 899
(+91) 9730 555 17



Registered Office:
S.No. 12/1, Plot No. 23,
Tigre Colony, Camp Road, Malegaon
Dist: Nashik, Pin Code: 423203
Maharashtra, India.

Plant Address:
Survey No. 444/1, Koshimba Road,
Khadki, Lakhmapur Tal: Dindori,
Dist: Nashik, Pin Code: 422202
Maharashtra, India



RV Lifesciences Limited (Formerly known as Atra Pharmaceuticals Ltd.)

Work & Reg. Off. : Plot No. H-19, MIDC, Waluj, Aurangabad-431 133, Maharashtra State, India

+91 240 6649300 / 6649311 / 6649322 ■ contact@rvlifesciences.com

Corp. Off. : #402-405, Hubtown Viva, Western Express Highway, Shankarwadi, Jogeshwari (East), Mumbai 400 060

+91 22 68170901 ■ info@rvlifesciences.com ■ CIN : U24230MH1991PLC063442 ■ GSTIN : 27AABCAS523A1ZB

www.rvlifesciences.com

Real Value To Life Through Science

To,

Date: 24/09/2022

Ms. Sairandhri Patil

N-9, L- sector, Shivaji Nagar,

CIDCO, Aurangabad.

Subject: Provisional Letter of Offer

Dear Ms. Sairandhri,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you the position of **Apprentice – R&D (DQA)** at **RV LIFESCIENCES LTD., Waluj, Aurangabad** on the terms and conditions agreed. You will be joining us on or before **26/09/2022**.

You will be on training period of six months from the date of joining.

You will be paid stipend of **Rs. 10,000/- (Rs. Ten thousand only)** per month.

You need to bring the original Marks sheets and certificates on the day of your joining for the purpose of verification.

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

We welcome you to our company and wish you a successful career with us.

Thanking you.

Yours sincerely,

U/Kulkarni
24/09/2022

Patil
24/09/22



parexel.

15-Mar-2022

PXL-HYD-CRS-FY12-0563

Mr. Sumit Patil,
5, Durga Surya Colony, Near Hanuman Mandir, Dis: Jalgaon,
Maharashtra.

Subject: Offer cum Appointment Letter (the "Appointment Letter")

Dear Sumit Patil

We are pleased to offer you the position of Clinical Data Analyst I. Your date of joining and commencement of employment is 15-Mar-2022 and your place of work will be **Homebased**.

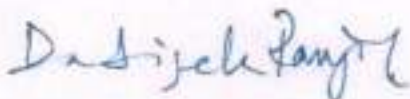
Your compensation is indicated in the Compensation & Benefits worksheet attached as Annexure B. This appointment is subject to the Terms and Conditions of Employment and the Employee Confidentiality, Invention & Non-Solicitation Agreement, attached as Annexure A and C respectively.

Please confirm your acceptance of enclosed Terms and Conditions of Employment and the Employee Confidentiality, Invention & Non-Solicitation Agreement, by countersigning a copy of this letter below.

On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Yours sincerely,

For 1725 - Parexel International (India) Private Limited



Ranjit Dadigela
Senior Director, Talent Acquisition

Enclosures:

- Annexure A - Terms and Conditions of Employment
- Annexure B - Compensation & Benefits
- Annexure C - Employee Confidentiality, Invention & Non-Solicitation Agreement
- Annexure D - List of essential documents
- CC: Payroll / Personnel File

I hereby acknowledge the above and confirm:

Sumit Patil

Date:



parexel.

15-Mar-2022

PXL-HYD-CRS-FY12-0569

Mr. Saurabh Rajput,
22, Patilwada, Shirpur Dist: Dhule, Maharashtra
Maharashtra.

Subject: Offer cum Appointment Letter (the "Appointment Letter")

Dear Saurabh Rajput

We are pleased to offer you the position of Clinical Data Analyst I. Your date of joining and commencement of employment is 15-Mar-2022 and your place of work will be Homebased.

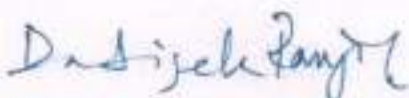
Your compensation is indicated in the Compensation & Benefits worksheet attached as Annexure B. This appointment is subject to the Terms and Conditions of Employment and the Employee Confidentiality, Invention & Non-Solicitation Agreement, attached as Annexure A and C respectively.

Please confirm your acceptance of enclosed Terms and Conditions of Employment and the Employee Confidentiality, Invention & Non-Solicitation Agreement, by countersigning a copy of this letter below.

On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Yours sincerely,

For 1725 - Parexel International (India) Private Limited



Ranjit Dadigela
Senior Director, Talent Acquisition

Enclosures:

Annexure A - Terms and Conditions of Employment
Annexure B - Compensation & Benefits
Annexure C - Employee Confidentiality, Invention & Non-Solicitation Agreement
Annexure D - List of essential documents
CC: Payroll / Personnel File

I hereby acknowledge the above and confirm:

Saurabh Rajput

Date:



OFFER LETTER

To,
Ms. Priti Sharma,
Bramhaleela House,
Dis: Nandurbar,
Maharashtra.

This has reference to your application and subsequent interview held with us. In this connection we are pleased to inform you that you have been selected for the post of **Officer Grade -1 in Quality Assurance Department in Unit 1**

Your posting will be at our Company situated at Dabhaha, Ta. Padra, Dist. Vadodara. If required, you may be transferred to work in any other division/sister company/ associate concern situated anywhere in India without assigning any reasons whatsoever.

The position of **Officer Grade -1 in Quality Assurance Department** with our organization is offered to you on below mentioned terms and conditions:

Detailed appointment letter as an **Officer Grade -1 in Quality Assurance Department** with detailed terms and conditions with the mutually agreed your emoluments during our discussion in person will be issued to you after your joining our Company.

You are required to join the duty on or before **2nd January, 2023**

You will be under training of **One Year** from the date of joining. During the training period company has reserved its right to terminate your services on the ground of non-performance serious misconduct, mistake of privileges without compensation.

As discussed with and agreed upon, you will not leave the Company services during training period of one year. You have also agreed upon to indemnify the Company for the training and recruitment cost which would be incurred by the Company by entering in to an indemnity agreement with the Company equivalent to your six month's stipend.



This offer letter is further subject to the production of the Xerox copies of the following certificate/ documents duly self-attested / attested by a gazetiteer officer.

- 1 Xerox copies of Degree / Diploma / Secondary school leaving certificate or equivalent educational qualification with mark sheets.
- 2 Four Passport size photographs & Two stamp size photographs.
- 3 Aadhar Card and PAN card zerox
- 4 Blood Group certificate.
- 5 Medical Certificate of Fitness from competent doctor not less than MBBS.
6. Xerox copy of first page of passbook stating bank account number and IFSC Code of your saving bank account with State Bank of India Otherwise Bank of Baroda.

You will be required to observe all the rules and code of conduct of the Company as applicable to employees of your category from time to time.

You are requested to accord your acceptance of this offer by signing the duplicate copy of this letter. If you fail to join the duty with the Company on or before the date of joining as mentioned here above, it will presumed that you are not interested in our said offer and the same will stand cancelled automatically without any further correspondence/communication from either side in this regards.

We wish you a very bright, fruitful and long association with us.

For Elysium pharmaceuticals ltd,



Authorized Signatory

I have understood all the terms and conditions and accept the offer. I will join the service on or before _____.

Full name: _____

Signature: _____

Date: _____



EPL/AL/50/200131

Date: 2/9/2022

APPOINTMENT LETTER

To,
YOGESH SHINDE,
At post Pangra Shinde,
Tal-Basmath, Dist-Hingoli.

Dear **YOGESH SHINDE,**

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as an **Officer Grade 1** in **QUALITY ASSURANCE** Department in our organization for the period of one year with effect from 2/9/2022.

Your above stated training period can be extended further or terminated in between without any notice if your performance during such training period is not found satisfactory.

On successfully completion of your training period and availability of suitable permanent vacancy, you will be offered the same with initial period of one year on probation.

Your appointment as an **Officer Grade 1** in **QUALITY ASSURANCE** Department is on the following terms and conditions.

A. EMOLUMENTS & BENEFITS

You will be paid a consolidated stipend of 15000 /- (Rupees Fifteen Thousands Only) per month, which includes conveyance @ Rs. 300.00 provided as per the Company's norms.

B. LEAVE RULES

- 1) You will not be eligible for any leave during your training period.
- 2) You will not remain absent on duty without prior written permission of your leave sanctioning Authority.

C. WORKING HOURS

- 1) This is a full-time job and hence you shall not get engaged in any part time job and/or business activity, for remuneration and/or free of charge.
- 2) You should report to your superiors as directed by the Company.
- 3) You will be governed by the rules, regulations and standing orders of the Company that are applicable from time to time to all employees of your category.
- 4) You have to work in any of the shift working hours as required by the Company.



PLANT & REGD. OFFICE:

Plot No. Madnifara, Gujarat - 391440 INDIA. Ph. : (02662) 223825, 221617,
www.elysium.com

Web Site :

DEPUTATION/TRANSFER/TERMINATION:

1) (a) During your services with us, the Management reserves its right to transfer your services, as per need of the Company to any of our departments / divisions / associate concerns, wherever within the country, without assigning any reasons whatsoever.

(b) You will not leave the Company services during your training period of one year. As agreed upon at the time of acceptance of our offer dated 24/08/2022, you will be required to enter into a separate agreement with the Company to indemnify the liability arising out of your training with the Company equivalent to six months' stipend.

In the event of your desire to leave the organization before completion of your training period of one year, the Company shall exercise the legal rights derived out of above stated agreement to proceed legally against you, as deemed fit.

2) The Management reserves its right to terminate your services during the initial period of one year of your service;

(a) On the ground of non-performance, serious misconduct, mistake of privileges
Without compensation.

(b) At any time without any compensation, if you are found guilty of false reporting, severe indiscipline, misuse of privilege,

(i) The Management reserves its right to terminate your services at any time without any compensation, if you are found guilty of false reporting, severe indiscipline, misuse of privilege, remaining absent without prior permission, violation of code of conduct, issues of data integrity and your learning during training found consistently below average etc.

GENERAL

1) After successful completion of your initial period of one year's service, subject to availability of vacancy and your suitability to the Company, you may be taken on probation employment. For all legal purposes your date of joining with the Company will be the date on which you will be taken on probation employment in Company's services.

2) After successful completion of your training if taken on probation employment, your notice period during probation period will be 30 days and after successfully completion of probation and confirmation in services your Notice period will be 60 days. During notice period you will be required to remain present all the working days. If you remain absent during your notice period your notice period will be extended for the days you remain absent.

3) This employment is subject to your being found medically fit. Medical examination will be conducted by the qualified medical practitioner authorized/prescribed by the Company.

4) You should devote your full attention, energies, abilities and skills to promote the interests of this Organization. You shall discharge duties and responsibilities assigned to you from time to time to the satisfaction of the Management.

5) During the course of your employment you shall undergo all kinds of departmental training and seminars as and when directed by the Company.



PLANT & REGD. OFFICE:

Post - Dabhasa, Tal. Padra, Dist. Vadodara, Gujarat - 391440 INDIA. Ph. : (02662) 223825, 221617,
221819, 223295 Fax : (02662) 223513 E-mail : info@elysiumpharma.com
www.elysiumpharma.com Web Site :

You shall not divulge any information regarding the business of the Company to any other firm or person whatsoever during your tenure with us or thereafter. You will be required to enter in to secrecy agreement with the Company, if required and deemed fit.

6) Please note that this appointment is offered on the basis of information furnished by you. If at any time it is revealed that employment has been obtained by furnishing false / misleading insufficient information or withholding material information, the company will be free to terminate your service at any time without notice.

7) In respect of any other matter related to your employment, not covered as mentioned above, you shall be governed by the rules and regulations, company's policy applicable to the employees of your level from time to time and the code of conducts of the Company as in force.

8) Withholding material information, the Company will be free to terminate your services at any time without notice.

9) On the question of interpretation of any of the terms and conditions, the decision of the company shall be final and binding on you.

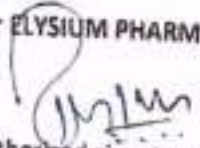
10) In case of any dispute on the understanding / interpretation of this letter of appointment and/or your employment, Baroda city will be considered as the place of jurisdiction.

The above terms and conditions are subject to changes / modification based up on the policy decisions of the Management from time to time. If you agree with the above terms and conditions of your appointment, please sign and return attached copy of this letter to us as a token of confirmation of your having read, understood and accepted the employment on the above terms and conditions.

We heartily welcome you to Elysium family and look forward to a long and mutually rewarding association.

With Best Wishes!

For ELYSIUM PHARMACEUTICALS LTD,



Authorized signatory

I have understood the above terms and conditions in English language which I understand well and I unconditionally agree.

Name: Yogesh Ghinde Signature: 02/09/2022

Date: _____ Place: Dabhaha.



PLANT & REGD. OFFICE:

Dabhaha, Tal. Padra, Dist. Vadodara, Gujarat - 391440 INDIA. Ph. : (02662) 223825, 221617,
223819, 223295 Fax : (02662) 223513 E-mail : info@elysiumpharma.com

www.elysiumpharma.com

Web Site :

Biocon Biologics Limited

(Formerly known as Biocon Biologics India Limited)

CIN : U24119KA2016FLC093936

Biocon House, Tower -3, Semicon Park
Electronic City, Phase - II, Hosur Road
Bengaluru - 560 100, India

T : 91 80 6775 6775, F : 91 80 6775 1030

E : ContactUs-BBL@biocon.com
www.biocon.com

Ref. : HRD/BBL/2022-23/10106667

Date : 26-Sep-22

Mr. KIRAN PRABHAKAR SINKAR,

,Plot. no.1, Durga nagar, pungaoon road, pachora, Dist. jalgaon,
Plot. no.1, Durga nagar, pungaoon road, p,Pachora,
Jalgaon - 424201,
Maharashtra,
India.

Dear Mr. KIRAN PRABHAKAR SINKAR,

Subject: Letter of Appointment

With reference to the interview you had with us, we are pleased to offer you the following position in BIOCON BIOLOGICS LIMITED [the 'Company'], on the following terms & conditions:

Date of Appointment	:	Your appointment will be effective from 26-Sep-22
Level	:	3
Designation	:	EXECUTIVE
Department	:	QA FILL FINISH



Ref: BBIL/HR/LET_OFRR/8194

Date: 09/05/2022

Mr. Kiran Prabhakar Sinkar

Plot. no.1, Durga nagar, pungaoon road, pachora, Dist. jalgaon

Maharashtra - 424201

Dear Kiran,

Subject: Letter of offer for employment

Further to the interview you had with us, we are pleased to offer you employment in our organization as EXECUTIVE in QA FILL FINISH.

Your base location would be: Bangalore

Attached to this email offer are the following:

1. Annexure 1 - Detailed Emoluments.
2. Annexure 2 - Key Policies and Benefits..
3. Terms and Conditions of Employment

You may confirm your acceptance of this offer by responding to this email.

We look forward to your acceptance of offer and request you to join us on 09/12/2022 at 8.30 AM.

You would be issued a detailed appointment letter once you join our organization.

For any queries / concern please reach out to,

Name: VARSHA M

Email ID: VARSHA.M102@BIOCON.COM

Please ensure that all declarations are true, failing which the company holds the rights to revoke the offer/ appointment. As a policy a detailed Employee Background Verification is done for all employees who join Biocon Group.

This offer stands withdrawn, in case you do not confirm your acceptance (in writing or through an email) within seven days from the date of this letter. Consequently you will



not have any further claim for employment with us.

This offer is subject to your medical fitness as per the rules of the company. Further to your offer acceptance you will be required to complete Pre-employment Medical Check up.

Please Note : On your date of joining , it is mandatory for you to produce an acknowledged copy of your resignation letter or the relieving letter from your last employer.

Thanking You,

Yours faithfully,
For **Biocon Biologics Limited** ,

Naveen Narayan
SVP & Head of Human Resources



parexel.

15-Mar-2022

PXL-HYD-CRS-FY12-0572

Mr. Trunal Sonawane
Saimitra Apartment, wadibhokar Road, Deopur Dhule
Maharashtra.

Subject: Offer cum Appointment Letter (the "Appointment Letter")

Dear Trunal Sonawane

We are pleased to offer you the position of Clinical Data Analyst I. Your date of joining and commencement of employment is 15-Mar-2022 and your place of work will be Homebased.

Your compensation is indicated in the Compensation & Benefits worksheet attached as Annexure B. This appointment is subject to the Terms and Conditions of Employment and the Employee Confidentiality, Invention & Non-Solicitation Agreement, attached as Annexure A and C respectively.

Please confirm your acceptance of enclosed Terms and Conditions of Employment and the Employee Confidentiality, Invention & Non-Solicitation Agreement, by countersigning a copy of this letter below.

On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Yours sincerely,

For 1725 - Parexel International (India) Private Limited

Ranjit Dadigela
Senior Director, Talent Acquisition

Enclosures:

Annexure A - Terms and Conditions of Employment

Annexure B - Compensation & Benefits

Annexure C - Employee Confidentiality, Invention & Non-Solicitation Agreement

Annexure D - List of essential documents

CC: Payroll / Personnel File

I hereby acknowledge the above and confirm:

Trunal Sonawane

Date:



parexel.

20-Jan-2023

PXL-HYD-CRS-FY23-4344

Gaurav Sunil Suryawanshi
40, A, Sakharam Nagar, Kashidara Road, Sakri, Dist Dhule, Maharashtra - 424304
gauravrc98@gmail.com

Subject: Offer cum Appointment Letter (the "Appointment Letter")

Dear Gaurav Sunil Suryawanshi,

We are pleased to offer you the position of Clinical Data Analyst I. Your date of joining and commencement of employment is 23-Jan-2023 and your place of work will be **Homebased**.

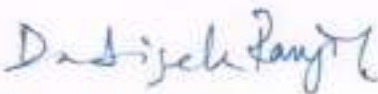
Your compensation is indicated in the Compensation & Benefits worksheet attached as Annexure B. This appointment is subject to the Terms and Conditions of Employment and the Employee Confidentiality, Invention & Non-Solicitation Agreement, attached as Annexure A and C respectively.

Please confirm your acceptance of enclosed Terms and Conditions of Employment and the Employee Confidentiality, Invention & Non-Solicitation Agreement, by countersigning a copy of this letter below.

On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Yours sincerely,

For 1725 - Parexel International (India) Private Limited



Ranjit Dadigela
Senior Director, Talent Acquisition

Enclosures:

Annexure A - Terms and Conditions of Employment
Annexure B - Compensation & Benefits
Annexure C - Employee Confidentiality, Invention & Non-Solicitation Agreement
Annexure D - List of essential documents
CC: Payroll / Personnel File

I hereby acknowledge the above and confirm:

Gaurav Sunil Suryawanshi

Date:



Annexure A

TERMS AND CONDITIONS OF EMPLOYMENT

1. DATE OF APPOINTMENT

- (a) Your appointment is effective from the date of joining as mentioned in your Offer-cum Appointment Letter.
- (b) This appointment is conditional and subject to satisfactory and positive clearance of specific background check on you. You agree that the Company reserves the right to withdraw the appointment letter or terminate your employment as the case may be, without further notice and any liability, if such clear and positive background check is not obtained. The results, if negative shall be conveyed to you. However, the decision of the Company in regards to background check shall be final and binding on you.

2. TERMS AND SCOPE OF EMPLOYMENT

- (a) You will be employed in the position as mentioned in your Offer-cum Appointment Letter.
- (b) As discussed, and agreed with you, the detailed description of your job and the nature of your duties will be given to you on the date your employment commences. You acknowledge and agree that your job description and the nature of your duties may be changed by the Company in its absolute discretion based on the Company's need, which you agree to accept.
- (c) You shall be a home-based employee whereby your regular work location is not a Parexel office and your specified working hours will be rendered from your home from a location within the boundaries of India. The company reserves the right to roll back / cancel the home-based work agreement at any given point of time for reasons specific to its nature of business.
- (d) While you are in the employment of the Company, you would be governed by the Employee Confidentiality, Invention & Non-Solicitation Agreement, which is annexed as Annexure B.
- (e) You will retire from the Company at the age of 60 years. For determination of age, the details in the documents furnished by you and verified by the Company at the time of joining, will be deemed to be final and binding.

3. DUTIES & RESPONSIBILITIES

- (a) You agree that, during your employment with the Company you must:
 - (i) perform to the best of your abilities and knowledge the duties assigned to you by the Company from time to time, whether during or outside business hours and at such places as the Company requires;
 - (ii) serve the Company faithfully and diligently to the best of your ability;
 - (iii) use all reasonable efforts to promote the interests of the Company;
 - (iv) act in the Company's best interests;
 - (v) comply with all lawful directions of the Company from time to time;
 - (vi) effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the Company to assign such duties and responsibilities.
 - (vii) comply with all laws applicable to your position and the duties assigned to you; and
- (b) During the course of your employment with the Company, you are required to devote your full time and attention during working hours to the performance of your duties. You must not, at any time during your employment (either during working hours or outside), except with the Company's prior written approval, undertake any work, or be in any way concerned or be interested in any business or activity which may, in the Company's opinion, adversely affect the proper performance of your duties, the Company's business or its reputation.
- (c) You confirm that you are not currently subject to a non-compete, confidentiality or any other employment agreement that would interfere with your ability to work for the Company in the position offered. You agree that this position is full-time





employment and that you will not provide services for remuneration other than to the Company without the prior written consent of the Company or be interested in any outside activity which could cause an actual or potential conflict of interest with the Company. All conflicts or potential conflicts of interest must immediately be disclosed by you to your manager and/ or Human Resources team. It is a condition of your employment that you disclose any such conflicts before you join the Company and that you disclose any others that arise during your employment.

4. COMPENSATION & BENEFITS

(a) Your current total compensation per annum (CTC) is attached hereto and incorporated herein as Annexure B, which will be payable in accordance with applicable laws, rules and regulation and net of statutory deductions.

(b) Benefits as applicable are subject to modification, suspension, substitution or discontinuation at the Company's sole discretion.

(c) Statutory Benefits

You will be eligible to Provident Fund benefits as per applicable statutory laws and Company policy. You will also be eligible to Gratuity benefit as per applicable statutory laws and the Company's policy.

(d) Discretionary Benefits

The Company may, at its discretion, from time to time provide you with other benefits. The Company may cease providing these benefits or change the basis on which it provides them at its discretion, and you do not have an entitlement to continue to receive these benefits or to receive any other payment or benefit in lieu.

Should you be opting for a flexible work arrangement, the necessary provisions will be extended to you in line with the policy. Please refer to the employee handbook for additional information.

Unless you are advised in writing that a benefit or item of compensation is part of your CTC, it will be a discretionary benefit to which this clause applies.

(e) Discretionary Bonus

You will be entitled to participate in the Company's discretionary bonus plan as applicable to your position from time to time. The payment and amount of any bonus is subject to the rules of the bonus plan at the time. Notwithstanding the above, the Company may rescind, change or replace the terms of the bonus plan at its sole discretion.

5. LEAVE, NATIONAL & PUBLIC HOLIDAYS

(a) You will be entitled to leaves in accordance with the Company's Leave Policy in place from time to time, subject to applicable law.

(b) You are entitled to public holidays in accordance with the local laws of the state as per the location of working mentioned in the Appointment letter.

(c) Please refer to the employee handbook for detailed provisions of Company Leave Policy.

(d) Upon termination of your employment for any reason whatsoever, any outstanding accrued vacation shall be paid to you as per the policies of the company and applicable law.

6. HOURS OF WORK

You will be required to observe the working hours as prescribed by the Company from time to time. You acknowledge and confirm that due to business exigencies you may be required from time to time to work in excess of the normal business Hours or outside normal working days as necessary to perform your duties and responsibilities.

7. COMPANY POLICIES

(a) It is an express condition of your employment that you agree to uphold Parexel commitment to ethical business practices as defined in Parexel's Code of Conduct and any associated documentation as amended over time. You will be





covered by the Parexel Code of Conduct, a copy of which is available on Parexel's website and is subject to change from time to time. You are expected to read the Parexel Code of Conduct carefully and refer to the same at all times. By signing this letter you accept, understand and agree that you will complete such other process as determined by the Company, constituting your personal commitment to comply with the Parexel code of Conduct and other associated policies.

(b) You will be required to apply and maintain the highest standard of personal conduct and integrity and comply with Parexel's Code of Conduct, the terms of this letter and/or any other Company policies and procedures. Any violation of the same can result in disciplinary action being taken against you, which may result in termination of your employment with or without notice or compensation.

8. CONFIDENTIAL INFORMATION

(a) You acknowledge that during your employment you will have access to confidential and proprietary information regarding the intellectual property, customers, suppliers, agents and employees which is confidential or is commercially sensitive to the business of the Company and/or the Parexel Group, and therefore you will be required to sign the Employee Confidentiality, Invention & Non-Solicitation Agreement, attached to the Appointment Letter as **Annexure C**.

(b) Non-Compete

As you will have access to confidential and proprietary information regarding the customers and business of the Company and/or the Parexel Group, you agree that you will not be concerned, either directly or indirectly in any business lines/divisions outside of the Company or the Parexel Group during your employment which compete with or are likely to compete with the Company or the relevant business lines/divisions of the Company or a Parexel Group Company.

(c) The covenants in sub-clauses 8(b) above are for the benefit of the Company itself and for each Parexel Group Company. In the event of any breach of these covenants the Company and/or Parexel Group Company reserves the right to seek specific performance of these covenants including (without limitation) damages and/or injunctive relief.

(d) You acknowledge and agree that the provisions of this clause are reasonable in their application to you and necessary but no more than sufficient to protect the interests of the Company and/or the Parexel Group Company.

9. DATA PROTECTION

(a) The Company processes personal data relating to its employees for a range of legitimate human resources, business, administrative and safety/security purposes.

(b) You agree that the Company may disclose your name, contact details, gender and such other information as is necessary to facilitate your enrolment in, and continuing membership of, any plan provided by or on behalf of the Company (including any pension plan). By signing these Terms and Conditions of Employment as part of your appointment you are also consenting to the processing of all such 'non sensitive data' and this will be deemed to continue whilst you remain a member of the plan(s). From time to time, you may also be asked to provide 'sensitive data' such as medical details and the like but you will be asked to specifically consent to the processing of such sensitive data at the time it is provided.

(c) The Company reserves the right to monitor the use of its resources, including use of email, the internet, the Company's intranet, your PC/laptop, telephone and/or any mobile phone issued to you.

10. COMPANY PROPERTY

On retirement, resignation and/or on termination of your employment (either immediately upon request or before the last day of employment at the latest, whichever is earlier) you are required to return to the Company all Company property including any Company car, Company credit card, mobile phone, tablet (if applicable), your security pass and/or keys, computer, laptop plus hard and software (including discs), data in any form and all documents in whatever form (including notes and minutes of meetings), customer lists, diaries, address books, computer printouts, plans, projections, publicity material, brochures, price lists together with all copies (irrespective of by whom and in what circumstances such copies were made) which were in your possession or under your control.

11. DEDUCTIONS

(a) You agree that the Company may deduct from your compensation (including leave encashment, pay in lieu of notice etc.) any amounts, which are owed by you to the Company, or any other Parexel Group Company or any amounts in respect of damage to Company property caused by you or to replace Company property that you fail to return to the Company or which are lost or destroyed under any other Company policy, guideline or procedure or under the terms of this letter.





(b) You agree to inform the Company as soon as reasonably possible in the event of any overpayment of compensation or expenses and refund the same to the Company.

12. NOTICE & TERMINATION

(a) Your employment may be terminated at any time:

(i) by you giving to the Company 3 months' written notice; or

(ii) by the Company giving you 3 months' written notice or by paying you an amount equal to 3 months' Gross Salary, less any applicable or required tax or other deduction.

(c) You acknowledge and agree that the period of notice stated in **clause 12(a)** (or payment in lieu thereof) is reasonable notice of termination and no other notice requirements express or implied shall apply.

(d) Notwithstanding anything herein contained, your employment may be terminated immediately by the Company at any time without notice or payment in lieu thereof or any compensation whatsoever, if, among other things:

(i) false information is provided by you and the same is identified during reference and background verification checks;

(ii) you disobey a lawful direction of the Company;

(iii) you are guilty of any other serious misconduct and/or violation of the Parexel Code of Conduct or other Parexel's internal policies;

(iv) you commit any serious or persistent breach or non-observance of the terms, conditions or stipulations contained in this agreement, or are guilty of any negligence or misconduct in connection with or affecting the business or affairs of the Company;

(v) you breach your obligations under clauses 3(a) and 3(b)

(vi) you commit an act or acts in breach of the "Confidentiality, invention and non-solicitation Agreement" that you are required to sign in connection with your employment with the Company or the Parexel policies and procedures as they may exist from time to time;

(vii) you engage in conduct that could bring you or the Company into disrepute; or

(viii) your valid visa or immigration permission is revoked, cancelled or otherwise withdrawn or any renewal is refused, for any reason whatsoever, by the relevant Indian government authorities.

(e) Subject to applicable law, the Company may suspend you with pay while investigating any matter which the Company believes could lead to the Company exercising its rights or taking any other disciplinary action.

(f) Upon the termination of your employment for any reason by either party, or upon the effective service of notice of termination of your employment by either party, the Company shall have the right to relieve you from the performance of any and all duties of the position upon the continued payment of your Gross Salary and compensation, as then in effect, for the duration of the notice period. During such notice period, you may be required to not attend for work, at the Company's absolute discretion. However, you must not take up any alternate employment until the expiration of such notice period.

(g) The termination of your employment howsoever arising shall not affect such of the terms hereof as are expressed to operate or have effect thereafter and shall be without prejudice to any right of action already accrued to the Company in respect of any breach or default by you.

(h) If your employment is terminated for any reason:

(i) you must return all the Company's property as outlined in clause 9.

(ii) the Company may, to the maximum extent permissible under law, set-off amounts you owe the Company against any amounts the Company owes you at the date of termination.





(iii) your obligations contained within the "Confidentiality, Invention and Non-Solicitation Agreement" that you are required to sign in connection with your employment, continue after the termination of your employment; and

(iv) you must not record or retain any confidential information of the Company, which is marked as such or which by its nature is deemed as confidential whether so informed by the Company at the time you are provided with the information, in any form after termination. Upon request of the Company and any member of the Parexel you must return or destroy or have destroyed all memoranda, notes, reports, and other works based on or derived from the proprietary information of the Company or any member of the Parexel. You must provide a certificate to the Company confirming that such materials have been returned or destroyed.

(v) If you hold any directorships or other offices in the Company or in any Parexel Group Company you agree all such offices shall cease on account of the cessation of your employment with the Company for any reason (including but not limited to resignation, termination, retirement or otherwise), and without prejudice to the above, you agree to take all necessary steps and sign all such documents as may be necessary (including resignation letters from such offices) to give effect to this intent immediately on such cessation of employment without any compensation.

13. VARIATIONS OF TERMS AND CONDITIONS

The Company reserves the right to make reasonable changes to any of the terms and conditions of your employment. You will be given appropriate written notice of any such changes, which may be given by way of individual notice or a general notice to all employees. Where from time to time the Company changes or introduces policies and procedures in relation to its employees, these will be deemed to apply to this employment.

14. APPLICABLE LAW AND DISPUTE RESOLUTION

(a) These Terms and Conditions of your Employment shall be governed by and construed in accordance with the laws of India.

(b) The employee and the Company (individually the "Party" and collectively the "Parties") agree that they shall in good faith work towards the implementation of these Terms and Conditions of Employment. Any dispute or difference arising at any time between the Parties hereto as to the construction, meaning or effect of these Terms and Conditions of Employment or any clause or provision contained herein or the respective rights, duties, liabilities or obligations of either Party hereunder or in the event of any breach or threatened breach of the provisions contained herein, the Parties shall first attempt to resolve the dispute through mediation.

(c) If the dispute is not settled by mediation within thirty (30) days of the appointment of the mediation, or such further period as the Parties shall agree in writing, then the same shall be subject to the exclusive jurisdiction of the Courts of Hyderabad.

(d) Notwithstanding anything to the contrary contained in these Terms and Conditions of Employment that form a part of your appointment, you agree that any breach or threatened breach of the terms of these Terms and Conditions of Employment or any agreement or policy referred in these Terms and Conditions of Employment and/or the Appointment Letter is likely to cause the Company substantial and irrevocable damage that is difficult to measure and may not be remedied solely by money damages. Therefore, in the event of any such breach or threatened breach, you agree that the Company, in addition to such other remedies which may be available, shall have the right to obtain an injunction from a court of competent jurisdiction restraining such a breach or threatened breach and the right to specific performance, and you hereby waive the adequacy of a remedy at law as a defense to such relief.

15. ENTIRE AGREEMENT

The Compensation and Benefits set out in Annexure A, these Terms and Conditions of Employment (including the Confidentiality, invention and non-solicitation Agreement set out in Annexure C) all form a part of the Appointment Letter.

16. GENERAL

(a) By signing the Appointment Letter and these Terms and Conditions of Employment that form a part of the Appointment Letter you confirm that there is no contractual or other reason why you should not be recruited by the Company to fulfill this position or perform this function.



parexel.

(b) For the purposes of this Agreement "Parexel Group" and "Parexel Group Company" means any firm, company, business entity or other organization:

(i) which is directly controlled by the Company; or

(ii) which directly or indirectly controls the Company; or

(iii) which is directly or indirectly controlled by a third party who also directly or indirectly controls the Company;

(iv) of which the Company or any Parexel Group Company referred to above owns or has a beneficial interest (whether directly or indirectly) in 20% or more of the issued share capital or 20% or more of the capital assets. "Control" has the meaning set out under applicable Income Tax laws.

(c) Please confirm your acceptance of these Terms and Conditions of Employment as part of your appointment by signing in duplicate, retaining one original for yourself and returning the other original to your HR manager at the time of your joining. On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Your sincerely,

For 1725 - Parexel International (India) Private Limited



Ranjit Dadigela
Senior Director, Talent Acquisition

I acknowledge receipt of this appointment letter and agree to the terms and conditions of employment set out above.

Signature:

Gaurav Sunil Suryawanshi

Place - Dhule

Date:

The contents of this letter are company confidential and privileged. The contents of this letter cannot be shared with any individual or companies without the written consent of the Company.





Annexure B
Compensation & Benefits Statement

Clinical Data Analyst I		
Tier 5		
	Annual Gross	Monthly Gross
	INR	INR
Basic Salary	278,550	23,213
House Rent Allowance	111,420	9,285
PF Employer's Contribution	33,426	2,786
Special Allowance	133,704	11,142
Cost to Company CTC	557,100	46,425

Flexi Basket

Employees could choose the Flexi basket components from the amount specified in Special allowance. Any balance amount after allocation will be categorized as special allowance.

Flexi basket is a combination of tax saving components that are part of your CTC. For all the tax saving components in Flexi basket, you will be expected to produce bills and vouchers on a yearly basis. Tax saving components are based on Income Tax (IT) guidelines and could be amended based on published guidelines from time to time.

For details of the various components and the applicable limits, please refer to the employee handbook.

Benefits:

- (a) Medical Insurance for Self and Family as per policy.
- (b) Life and Personal Accident Insurance as per policy.
- (c) Gratuity over and above Compensation as per statutory provisions and policy.

Yours sincerely,

For 1725 - Parexel International (India) Private Limited

Ranjit Dadigela
Senior Director, Talent Acquisition

I hereby acknowledge the above and confirm:

Gaurav Sunil Suryawanshi

Date:





L. M. College of Pharmacy

The Lallubhai Motilal College of Pharmacy
Managed by Ahmedabad Education Society

Estd. 1947

NAAC Accredited 'A' Grade



Ref. No.: 2908/2022

To,
Prerna Tiwari,
Pitashree building, Near Ram Mandir, Kasoda Darwaja,
Erandol, Pin - 425109; (Dist -Jalgaon)

Subject: - Appointment for the post of **Junior Research Fellow (JRF)** under SRG project (Ref: SRG/2022/001957; Project entitled: "Development of Biocompatible Ionic Liquid-Based Micelle And Microemulsion Formulations For Treatment Of Psoriasis") at **L. M. College of Pharmacy, Ahmedabad**

Dear Ms Prerna Tiwari,

With reference to your interview on 21/12/2022 and subsequent selection, we hereby inform you that you are appointed as a JRF under SRG sponsored project (SRG/2022/001957) entitled: "Development of Biocompatible Ionic Liquid-Based Micelle And Microemulsion Formulations For Treatment Of Psoriasis" at **L. M. College of Pharmacy, Ahmedabad**. You will be entitled to receive monthly emoluments of Rs. 25,000/- + HRA as per the norms of SERB with the effect from date of joining. Your appointment is subject to following terms & conditions.

1. Your appointment is contractual and for a period of one year from the date of joining. The continuation of tenure is subject to review of performance periodically and availability of the grant from funding agency.
2. You shall devote your whole time for the said research project and institute. You will report and work under principal investigator of the mentioned project.
3. Your contract will be automatically terminated with respect to funding available in the project in which you are selected; you can also terminate the contract by serving two weeks' notice/ notice pay to the competent authorities. The institute reserves right to discontinue with your services at any time by giving two weeks' notice and terminate your services without assigning any reason whatsoever.
4. If any time, in our opinion, which is final in this matter, you are found guilty of dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without prior permission or any conduct considered by us detrimental, your contract may be terminated without notice.
5. After your joining the service under this contract, if you want to apply elsewhere, you have to send your application only through competent authority and not directly.
6. You will be governed by the service condition rules and regulations laid down by L. M. college of Pharmacy.

You are requested to confirm your acceptance of these terms by signing your initial at the foot of this letter and return one copy for our official record.

Dr. Mahesh Chhabria,
Principal

I, Prerna Tiwari, accept to the terms and conditions of the above appointment order and shall join the duties on 16/01/2023.

Copies to: 1. Dr. Vihari Shah (PI) 2. Chief account officer, LMCP.



Navrangpura, Ahmedabad - 380 009,
Gujarat, India

Phone : +91 79 2630 2746
Fax : +91 79 2630 4865

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www.lmcp.ac.in