



## **Criteria 5 - Student Support and Progression**

### **Key Indicator 5.2 - Student Progression**

#### ***5.2.1 - Average percentage of placement of outgoing students during the last five years***

##### **DVV Query**

Appointment orders of the students placed in 2020-21.

##### **DVV Response**

The required documents are attached below.

June 01, 2021

Subject: Offer for Employment

Mr. Aakash Rajbhar  
Udho popat chawal  
Room no-4 chawal no-4,  
Jawahar nagar pipeline, Khar East,  
Mumbai: -400051.

Dear Mr. Aakash,

We are pleased to offer you employment in our organization as **Trainee Patent Analyst**.

Your gross remuneration per month will be INR ₹. 15,000/-. This is considered as-cost to company and includes Salary. On completion of your probation period, your CTC will be reconsidered solely based upon your performance.

We welcome you in VKnow Patent Services family and wish you a rewarding career ahead. Please feel free to get in touch with us at any time for any further information.

Thanking you!

Yours Sincerely,

**Aparna  
Dalvi**

Digitally signed  
by Aparna Dalvi  
Date: 2021.06.01  
11:53:09 +05'30'



Ms. Aparna Dalvi  
Lead IP Specialist  
VKnow Patent Services



*Supriya S. Shidhaye*  
Dr. (Mrs.) **Supriya S. Shidhaye**  
PRINCIPAL  
Vivekanand Education Society's  
College of Pharmacy  
HAMC, Behind Collector Colony,  
Chembur, Mumbai - 400 074.



<b>Name</b>	<b>Abhishek Bhagawan Sahu</b>		 ADITYA BIRLA CAPITAL PROTECTIVE INVESTING FINANCIAL ADVISING
<b>Function</b>	Underwriting		
<b>Location</b>	Back Office Thane		
<b>Job Band Designation</b>	Trainee		
<b>Job Band</b>	T		
<b>Fixed Compensation</b>			
		<b>P.M (INR)</b>	<b>Annual (INR)</b>
<b>Salary</b>		8,750	105,000
	Basic Salary	8,750	105,000
<b>Allowances &amp; Reimbursements</b>		11,962	151,550
	Special Allowance	7,387	88,650
	Education Allowance	200	2,400
	Leave Travel Allowance		8,000
	Housing Rent Allowance	4,375	52,500
<b>Guaranteed Cash</b>		20,712	256,550
	Advance Against Statutory Bonus	1,400	16,800
<b>Retirals</b>		2,221	26,851
	Provident Fund (Company Contribution)	1,800	21,600
	Gratuity	421	5,051
<b>Fixed Compensation</b>		25,000	300,000
<b>Target Variable Pay @ 15% of your Fixed Compensation</b>			45,000
<b>Other Entitlements:</b>			
<ul style="list-style-type: none"> <li><b>Group Protection Plan:</b> You will be covered by Group Protection Plan as per Company's rule</li> <li><b>Mediclaim:</b> You and your dependents would be covered by the mediclaim as per the Company rule's subject to the joining kit being certified as complete by the Branch representative (wherever applicable) and HR.</li> <li><b>Variable Pay plan:</b> Based on the specifics of the Variable Pay Plan, the target amount mentioned is payable on achieving an individual performance rating atleast at "Delivered Full Performance", and meeting targets (100%) on the other parameters of the Variable Pay Plan which include Function/Channel and Organization Performance. Variable Payout in any performance year is subject to meeting the organization thresholds of business financial targets as defined in the Variable Pay Plan. Variable Pay has to re-earned each year. The amount indicated here is for the full performance year of 12 Months from April - March. The actual payout will vary based on performance levels and duration worked in the performance period. Variable Pay is paid in the month of July following the Performance Year. The Variable Pay plan is subject to change as per the company discretion. This will be over and above the compensation mentioned above and will be paid on a prorata basis from your date of joining subject to fulfilment of the terms as per the scheme.</li> <li><b>Advance against Statutory Bonus:</b> Is paid monthly in lieu of Statutory Bonus as per the Provision of Bonus Act, 1965.</li> </ul>			
<small>Disclaimer: This document is classified as CONFIDENTIAL as per Aditya Birla Sun Life Insurance Company Limited's information Classification Policy.</small>			

Dr. (Mrs.) *Shrutiya S. Shidhaye*  
 PRINCIPAL  
 Vivekanand Education Society's  
 College of Pharmacy  
 HAMC, Behind Collector Colony,  
 Chambur, Mumbai - 400 074.

2

2

Date: 12<sup>th</sup> March 2021

3

**Subject: Offer of Employment**

Dear Akshay,

Thank you for expressing interest in a career with HDFC Life.

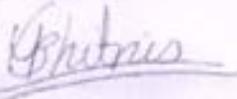
After having reviewed your candidature, we are delighted to offer you the position of **Graduate Trainee**.

A detailed Compensation package is enclosed herewith (Annexure 1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining.

We look forward to receiving confirmation of your acceptance on the duplicate copy of this letter. Kindly attach your resume and two photographs along with the letter.

Thanking You,

For & on behalf of  
**HDFC Life Insurance Co. Ltd.**



**Authorised Signatory**



  
Dr. (Mrs.) Supriya S. Shidhaye  
PRINCIPAL  
Vivekanand Education Society's  
College of Pharmacy  
HAMC, Behind Collector Colony,  
Chembur, Mumbai - 400 074.

3

**Annexure 1**

**Date:** 12/3/2021

**Name:** Akshay Dasharath Gaikwad

**Designation:** Graduate Trainee

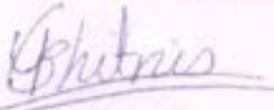
**Band:** J3

Pay Items	Per Annum (INR)	Per Month (INR)
Basic	97,650	8138
House Rent Allowance	58,590	4882
Other Allowance	110,540	9212
Statutory Bonus	24,000	2000
<b>Monthly Gross</b>	<b>2,90,780</b>	<b>24,232</b>
Group Insurance Benefit	8,400	
Provident Fund	21,600	
Gratuity	4,720	
<b>Total Fixed</b>	<b>325,500</b>	
Variable Pay for Performance*	<b>24,500</b>	
<b>Total Cost to Company</b>	<b>3,50,000</b>	

**Please note:**

- On appointment you would be also covered under the Group Term Insurance for term cover of Rs 12,00,000 and Mediclaim of Rs 2,00,000 for you and your dependants as per company policy.
- Variable Pay for Performance will be paid to you on successful completion of your 12 month traineeship period.

For & on behalf of  
**HDFC Life Insurance Co. Ltd.**



**Authorised Signatory**




*Dr. (Mrs.) Supriya S. Shidhaye*  
**Dr. (Mrs.) Supriya S. Shidhaye**  
**PRINCIPAL**  
Vivekanand Education Society's  
College of Pharmacy  
HAMC, Behind Collector Colony,  
Chembur, Mumbai - 400 074.

**Annexure – A**

<b>Name</b>	<b>Anushka Ashok Khatnani</b>		
<b>Function</b>	Underwriting		
<b>Location</b>	Back Office Thane		
<b>Job Band Designation</b>	Trainee		
<b>Job Band</b>	T		
<b>Fixed Compensation</b>			
		<b>P.M (INR)</b>	<b>Annual (INR)</b>
<b>Salary</b>		8,750	1,05,000
	Basic Salary	8,750	1,05,000
<b>Allowances &amp; Reimbursements</b>		11,962	1,51,550
	Special Allowance	7,387	88,650
	Education Allowance	200	2,400
	Leave Travel Allowance		8,000
	Housing Rent Allowance	4,375	52,500
<b>Guaranteed Cash</b>		<b>20,712</b>	<b>2,56,550</b>
	Advance Against Statutory Bonus	1,400	16,800
<b>Retirals</b>		<b>2,221</b>	<b>26,651</b>
	Provident Fund (Company Contribution)	1,800	21,600
	Gratuity	421	5,051
<b>Fixed Compensation</b>		<b>25,000</b>	<b>3,00,000</b>
<b>Target Variable Pay @ 15% of your Fixed Compensation</b>			<b>45,000</b>
<b>Other Entitlements:</b>			
• <b>Group Protection Plan:</b> You will be covered by Group Protection Plan as per Company's rule			
• <b>Mediclaim:</b> You and your dependents would be covered by the mediclaim as per the Company rule's subject to the joining kit being certified as complete by the Branch representative (wherever applicable) and HR.			
• <b>Variable Pay plan:</b> Based on the specifics of the Variable Pay Plan, the target amount mentioned is payable on achieving an individual performance rating atleast at "Delivered Full Performance", and meeting targets (100%) on the other parameters of the Variable Pay Plan which include Function/Channel and Organization Performance. Variable Payout in any performance year is subject to meeting the organization thresholds of business financial targets as defined in the Variable Pay Plan. Variable Pay has to re-earned each year. The amount indicated here is for the full performance year of 12 Months from April - March. The actual payout will vary based on performance levels and duration worked in the performance period. Variable Pay is paid in the month of July following the Performance Year. The Variable Pay plan is subject to change as per the company discretion. This will be over and above the compensation mentioned above and will be paid on a prorata basis from your date of joining subject to fulfilment of the terms as per the scheme.			
• <b>Advance against Statutory Bonus:</b> is paid monthly in lieu of Statutory Bonus as per the Provision of Bonus Act, 1965.			
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*AS*  
**Dr. (Mrs.) Supriya S. Shidhaye**  
 PRINCIPAL  
 Vivekanand Education Society's  
 College of Pharmacy  
 HAMC, Behind Collector Colony.

**PRIVATE & CONFIDENTIAL**

Annexure 1

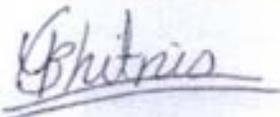
Date: 12/3/2021  
Name: Bhakti Deepak Sawant  
Designation: Graduate Trainee  
Band: J3

Pay Items	Per Annum (INR)	Per Month (INR)
Basic	97,650	8138
House Rent Allowance	58,590	4882
Other Allowance	110,540	9212
Statutory Bonus	24,000	2000
<b>Monthly Gross</b>	<b>2,90,780</b>	<b>24,232</b>
Group Insurance Benefit	8,400	
Provident Fund	21,600	
Gratuity	4,720	
<b>Total Fixed</b>	<b>325,500</b>	
Variable Pay for Performance*	<b>24,500</b>	
<b>Total Cost to Company</b>	<b>3,50,000</b>	

**Please note:**

- On appointment you would be also covered under the Group Term Insurance for term cover of Rs 12,00,000 and Mediclaim of Rs 2,00,000 for you and your dependants as per company policy.
- Variable Pay for Performance will be paid to you on successful completion of your 12 month traineeship period.

For & on behalf of  
**HDFC Life Insurance Co. Ltd.**



**Authorised Signatory**



Dr. (Mrs.) Smitiya S. Shidhaye  
Principal  
Vivekananda Education Society's  
College of Pharmacy  
HAMC, Doctor Colony,  
Chembur, Mumbai - 400 074.

# AXELIA SOLUTIONS PRIVATE LIMITED

301 B-Wing, Raheja Plaza 1, Opp R-city Mall, L.B.S. Marg, Ghatkopar West, Mumbai, MH- 400086 CIN NO: U74999MH2019PTC320220; Email Id: - [hr@axelia.in](mailto:hr@axelia.in); Tel. No. 022-67080181

Date: 01-Jul-21

To  
Harshil Shah

## Annexure I

Fixed Salary Component (A)	Monthly (Rs.)	Annual (Rs.)
Basic	10500	126000
House Rent Allowance	5250	63000
Statutory Bonus	2100	25200
Leave Travel Allowance	0	0
Education Allowance	0	0
Supplementary Allowance	862	10344
Reimbursement Component (B)	Monthly (Rs.)	Annual (Rs.)
Books & Periodicals	0	0
Fuel & Maintenance Reimbursement	0	0
Driver Salary	0	0
Telephone & Internet Reimbursement	0	0
Funding Professional Education	0	0
Gadgets for Personal & Professional Use	0	0
<b>Gross (A+B)</b>	<b>18712</b>	<b>224544</b>

Employer Contributions (C)	Monthly (Rs.)	Annual (Rs.)
Employer PF	1363	16356
Employer ESIC	608	7296
<b>Total Employer Contribution</b>	<b>1971</b>	<b>23652</b>

<b>Salary Total (A+B+C)</b>	<b>20683</b>	<b>248196</b>
Annual Fixed Bonus	0	0
Annual Performance Bonus	0	0
<b>Cost to Company</b>	<b>20683</b>	<b>248196</b>

Statutory Deductions From Gross	Monthly (Rs.)	Annual (Rs.)
Employee PF	1363	16356
Employee ESI	140	1680
Professional Tax	200	2400
<b>Total Deductions</b>	<b>1703</b>	<b>20436</b>
<i>Statutory deductions will be as applicable*</i>		

### Components Exclusive of CTC

*Medical Insurance: You shall be eligible for Group Medical Insurance as per the company policy*

For Axelia Solutions Pvt Ltd.



Meenakshi Ganeshan  
Manager - Human Resource

Dr. (Mrs.) Supriya S. Shidhaye  
PRINCIPAL  
Vivekanand Education Society's  
College of Pharmacy  
HAMC, Behind Collector Colony,  
Chembur, Mumbai - 400 074.



*Harshil Shah*

# AXELIA SOLUTIONS PRIVATE LIMITED

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Date: 1 July 2021

To  
Jagdish Ratanlal Kumavat

## Annexure I

Fixed Salary Component (A)	Monthly (Rs.)	Annual (Rs.)
Basic	10500	126000
House Rent Allowance	5250	63000
Statutory Bonus	2100	25200
Leave Travel Allowance	0	0
Education Allowance	0	0
Supplementary Allowance	862	10344
Reimbursement Component (B)	Monthly (Rs.)	Annual (Rs.)
Books & Periodicals	0	0
Fuel & Maintenance Reimbursement	0	0
Driver Salary	0	0
Telephone & Internet Reimbursement	0	0
Funding Professional Education	0	0
Gadgets for Personal & Professional Use	0	0
<b>Gross (A+B)</b>	<b>18712</b>	<b>224544</b>

Employer Contributions (C)	Monthly (Rs.)	Annual (Rs.)
Employer PF	1363	16356
Employer ESIC	608	7296
<b>Total Employer Contribution</b>	<b>1971</b>	<b>23652</b>

Salary Total (A+B+C)	Monthly	Annual
Annual Fixed Bonus	0	0
Annual Performance Bonus	0	0
<b>Cost to Company</b>	<b>20683</b>	<b>248196</b>

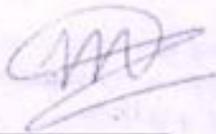
Statutory Deductions From Gross	Monthly (Rs.)	Annual (Rs.)
Employee PF	1363	16356
Employee ESI	140	1680
Professional Tax	200	2400
<b>Total Deductions</b>	<b>1703</b>	<b>20436</b>

*Statutory deductions will be as applicable\**

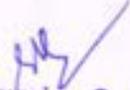
### Components Exclusive of CTC

*Medical Insurance: You shall be eligible for Group Medical Insurance as per the company policy*

For Axelia Solutions Pvt Ltd.



**Meenakshi Ganeshan**  
Manager – Human Resource

  
Dr. (Mrs.) Supriya S. Shidhaye  
PRINCIPAL  
Vivekanand Education Society's  
College of Pharmacy  
HAMC, Behind Collector Colony,  
Chembur, Mumbai - 400 074.



# AXELIA SOLUTIONS PRIVATE LIMITED

301 B-Wing, Raheja Plaza 1, Opp R-city Mall, L.B.S. Marg, Ghatkopar West, Mumbai, MH- 400086 CIN N 1174999MH2019PTC320220; Email Id: - [hr@axelia.in](mailto:hr@axelia.in); Tel. No. 022-67080181

Date: 01-Jul-21

To  
Jyoti Soni

## Annexure I

Fixed Salary Component (A)	Monthly (Rs.)	Annual (Rs.)
Basic	10500	126000
House Rent Allowance	5250	63000
Statutory Bonus	2100	25200
Leave Travel Allowance	0	0
Education Allowance	0	0
Supplementary Allowance	862	10344
Reimbursement Component (B)	Monthly (Rs.)	Annual (Rs.)
Books & Periodicals	0	0
Fuel & Maintenance Reimbursement	0	0
Driver Salary	0	0
Telephone & Internet Reimbursement	0	0
Funding Professional Education	0	0
Gadgets for Personal & Professional Use	0	0
<b>Gross (A+B)</b>	<b>18712</b>	<b>224544</b>

Employer Contributions (C)	Monthly (Rs.)	Annual (Rs.)
Employer PF	1363	16356
Employer ESIC	608	7296
<b>Total Employer Contribution</b>	<b>1971</b>	<b>23652</b>

<b>Salary Total (A+B+C)</b>	<b>20683</b>	<b>248196</b>
Annual Fixed Bonus	0	0
Annual Performance Bonus	0	0
<b>Cost to Company</b>	<b>20683</b>	<b>248196</b>

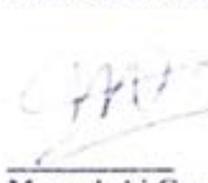
Statutory Deductions From Gross	Monthly (Rs.)	Annual (Rs.)
Employee PF	1363	16356
Employee ESI	140	1680
Professional Tax	200	2400
<b>Total Deductions</b>	<b>1703</b>	<b>20436</b>

*Statutory deductions will be as applicable \**

### Components Exclusive of CTC

*Medical Insurance: You shall be eligible for Group Medical Insurance as per the company policy*

For Axelia Solutions Pvt Ltd.


Meenakshi Ganeshan  
Manager - Human Resource



Dr. (Mrs.) Supriya S. Shidhaye  
PRINCIPAL  
Vivekanand Education Society's  
College of Pharmacy  
HAMC, Behind Collector Colony,  
Chembur, Mumbai - 400 074.



**Annexure-1**

Date: Thursday, 29 July, 2021  
 Name: Khan Naziya Saeed ✓  
 Designation: Graduate Trainee  
 Location: The Hub at Mumbai  
 Band: J3

COMPENSATION STRUCTURE		
COMPONENT	Per Annum	Per Month
<b>(I) Fixed Pay</b>		
Basic	97,650	8,138
House Rent Allowance	58,590	4,882
Other Allowance	110,540	9,212
Bonus	24,000	2,000
Monthly Gross	290,780	24,232
<b>(II) Retirals &amp; Other Benefits</b>		
Provident Fund	21,600	
Gratuity	4,720	
<b>(III) Valued Benefits</b>		
Group Insurance Benefit	8,400	
<b>Fixed Cost to Company</b>	<b>325,500</b>	
<b>(IV) Variable Pay</b>		
Variable Pay for Performance	24,500	
<b>Total Cost to Company</b>	<b>350,000</b>	

The Bonus component shown above is as per the Payment of Bonus Act and would be paid as part of monthly salary. Sales incentives/Variable Performance Pay as applicable will be over and above this.

Target VPP payout will be subject to the Company and the employee achieving their respective performance levels threshold.

You will be a part of the annual performance review and salary revision processes subject to you being a confirmed employee by the end of the performance year (1st April to 31st March)

**Other Benefits (as per prevalent Company Policy):**

**Group Term Insurance:** Term cover of INR 1200000

**Mediclam:** INR 200000 for self and dependents

HDFC Life Insurance Company Limited

Corporate & Registered Office:

13<sup>th</sup> Floor, Lodha Excelus, Apollo Mills Compound,

N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

13th Floor, Apollo Mills Compound, N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011

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Dr. (Mrs.) *Supriya S. Shidhaye*  
 PRINCIPAL  
 Vivekanand Education Society's  
 College of Pharmacy  
 HAMC, Behind Collector Colony,  
 Chembur, Mumbai - 400 074.



# BOMBAY HOSPITAL & MEDICAL RESEARCH CENTRE



Ref. \_\_\_\_\_

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

BHT/TRAINEE/APPT/24/21

Page No.1/5

19<sup>th</sup> August 2021

10

To,  
Mr. Lakhan Pyarelal Gupta  
Vrindavan Building No. 2,  
Ground Floor, Room No. 5,  
Dr. Babasaheb Ambedkar Road,  
Opposite Voltas House,  
Lalbaug, Parel,  
Mumbai : 400 012  
Mobile No: 8450901667  
Email ID: [lakhangupta81998@gmail.com](mailto:lakhangupta81998@gmail.com)

## LETTER OF APPOINTMENT

Dear Mr. Gupta,

Further to our Offer Letter No. BHT/HRD/LOW/13/21 dated 31<sup>st</sup> July 2021 and the subsequent interview you had with us, we are pleased to appoint you as Management Trainee in the Materials Department at Bombay Hospital & Medical Research Centre, Mumbai on the following terms and conditions:

1. Your training will commence w.e.f. 12<sup>th</sup> August 2021.
2. You will be paid Basic and Allowance as per Annexure "A".
3. You will be covered under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
4. You will be under training for a period of twelve months (one year) from the date of your joining which will come to an automatic end on the expiry of the training period. If your progress and performance will not be found to be satisfactory, the training period shall be liable to be extended or even dispensed with during the initial or the extended period of training, purely at the discretion of the Management.
5. Your appointment is also subject to your declaring medically fit by the Staff Medical Officer.
6. You will not be entitled to any other emoluments, earnings, allowances, benefits etc. of any nature available to the permanent/probationary employees.
7. You will not be entitled of any claim right of appointment after completion of training period.
8. During the Training period either side your services can be terminated with a notice of 24 hours.



Dr. (Mrs.)  : 2:  
PRINCIPAL  
Vivekanand Education Society's  
College of Pharmacy  
HAMC, Behind Collector Colony,  
Chembur, Mumbai - 400074  
Phone : 022-22087676 Fax : 022-22080871

# AXELIA SOLUTIONS PRIVATE LIMITED

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Date: 01-Jul-21

To  
Madhura Bhoite

## Annexure I

Fixed Salary Component (A)	Monthly (Rs.)	Annual (Rs.)
Basic	10500	126000
House Rent Allowance	5250	63000
Statutory Bonus	2100	25200
Leave Travel Allowance	0	0
Education Allowance	0	0
Supplementary Allowance	862	10344
Reimbursement Component (B)	Monthly (Rs.)	Annual (Rs.)
Books & Periodicals	0	0
Fuel & Maintenance Reimbursement	0	0
Driver Salary	0	0
Telephone & Internet Reimbursement	0	0
Funding Professional Education Gadgets for Personal & Professional Use	0	0
<b>Gross (A+B)</b>	<b>18712</b>	<b>224544</b>

Employer Contributions (C)	Monthly (Rs.)	Annual (Rs.)
Employer PF	1363	16356
Employer ESIC	608	7296
<b>Total Employer Contribution</b>	<b>1971</b>	<b>23652</b>

Salary Total (A+B+C)	Monthly	Annual
Annual Fixed Bonus	0	0
Annual Performance Bonus	0	0
<b>Cost to Company</b>	<b>20683</b>	<b>248196</b>

Statutory Deductions From Gross	Monthly (Rs.)	Annual (Rs.)
Employee PF	1363	16356
Employee ESI	140	1680
Professional Tax	200	2400
<b>Total Deductions</b>	<b>1703</b>	<b>20436</b>

*Statutory deductions will be as applicable\**

### Components Exclusive of CTC

*Medical Insurance: You shall be eligible for Group Medical Insurance as per the company policy*

For Axelia Solutions Pvt Ltd.



Meenakshi Ganeshan  
Manager - Human Resource

*Bhoite*



*Shidhaye*  
Dr. (Mrs.) Supriya S. Shidhaye  
PRINCIPAL  
Vivekanand Education Society's  
College of Pharmacy  
HAMC, Behind Collector Colony,  
Chembur, Mumbai - 400 074

7, 12

Name		Fixed Compensation	
		P.M (INR)	Annual (INR)
<b>Madhura Madhav Kowlagi</b>		8,750	105,000
Function	Claims	8,750	105,000
Location	Back Office Thane		
Job Band Designation	Trainee	11,962	151,550
Job Band	T		
<b>Salary</b>			
Basic Salary		8,750	105,000
<b>Allowances &amp; Reimbursements</b>			
Special Allowance		7,387	88,650
Education Allowance		200	2,400
Leave Travel Allowance			8,000
Housing Rent Allowance		4,375	52,500
<b>Guaranteed Cash</b>		<b>20,712</b>	<b>256,550</b>
Advance Against Statutory Bonus		1,400	16,800
Retirals		2,221	26,651
Provident Fund (Company Contribution)		1,800	21,600
Gratuity		421	5,051
<b>Fixed Compensation</b>		<b>25,000</b>	<b>300,000</b>
<b>Target Variable Pay @ 15% of your Fixed Compensation</b>			<b>45,000</b>

**Other Entitlements:**

Group Protection Plan: You will be covered by Group Protection Plan as per Company's rule.

Mediclam: You and your dependents would be covered by the mediclam as per the Company rule's subject to the joining kit being certified as complete by the Branch representative (wherever applicable) and HR.

Variable Pay plan: Based on the specifics of the Variable Pay Plan, the target amount mentioned is payable on achieving an individual performance rating atleast at "Delivered Full Performance", and meeting targets (100%) on the other parameters of the Variable Pay Plan which include Function/Channel and Organization Performance. Variable Payout in any performance year is subject to meeting the organization thresholds of business financial targets as defined in the Variable Pay Plan. Variable Pay has to re-earned each year. The amount indicated here is for the full performance year of 12 Months from April - March. The actual payout will vary based on performance levels and duration worked in the performance period. Variable Pay is paid in the month of July following the Performance Year. The Variable Pay plan is subject to change as per the company discretion. This will be over and above the compensation mentioned above and will be paid on a prorata basis from your date of joining subject to fulfillment of the terms as per the scheme.

- Advance against Statutory Bonus: is paid monthly in lieu of Statutory Bonus as per the Provision of Bonus Act, 1965.

Disclaimer: This document is classified as CONFIDENTIAL as per Aditya Birla Sun Life Insurance Company Limited's Information Classification Policy.



Dr. (Mrs.) *[Signature]* **Supriya S. Shidhaye**  
**PRINCIPAL**  
 Vivekanand Education Society's  
 College of Pharmacy  
 HAMC, Behind Collector Colony,  
 Chembur, Mumbai - 400 074.

**Annexure 1**

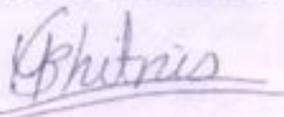
**Date:** 12/3/2021  
**Name:** Nandani Sachidanand Singh  
**Designation:** Graduate Trainee  
**Band:** J3

Pay Items	Per Annum (INR)	Per Month (INR)
Basic	97,650	8138
House Rent Allowance	58,590	4882
Other Allowance	110,540	9212
Statutory Bonus	24,000	2000
<b>Monthly Gross</b>	<b>2,90,780</b>	<b>24,232</b>
Group Insurance Benefit	8,400	
Provident Fund	21,600	
Gratuity	4,720	
<b>Total Fixed</b>	<b>325,500</b>	
Variable Pay for Performance*	<b>24,500</b>	
<b>Total Cost to Company</b>	<b>3,50,000</b>	

**Please note:**

- On appointment you would be also covered under the Group Term Insurance for term cover of Rs 12,00,000 and Mediclaim of Rs 2,00,000 for you and your dependants as per company policy.
- Variable Pay for Performance will be paid to you on successful completion of your 12 month traineeship period.

For & on behalf of  
**HDFC Life Insurance Co. Ltd.**



**Authorised Signatory**

*Shidhaye*  
 Dr. (Mrs.) Supriya S. Shidhaye  
 PRINCIPAL  
 Vivekanand Education Society's  
 College of Pharmacy  
 HAMC, Behind Collector Colony,  
 Chembur, Mumbai - 400 074.



June 01, 2021

Subject: Offer for Employment

Mr. Narendra Rajpurohit  
Shree Krupa bldg., Shivaji talav,  
Ghansoli gaon,  
Navi Mumbai-400701.

Dear Mr. Narendra,

We are pleased to offer you employment in our organization as **Trainee Patent Analyst**.

Your gross remuneration per month will be INR ₹. 15,000/-. This is considered as cost to company and includes Salary. On completion of your probation period, your CTC will be reconsidered solely based upon your performance.

We welcome you in VKnow Patent Services family and wish you a rewarding career ahead. Please feel free to get in touch with us at any time for any further information.

Thanking you!

Yours Sincerely,

**Aparna Dalvi**  
Digitally signed  
by Aparna Dalvi  
Date: 2021.06.01  
11:49:33 +05'30'



Ms. Aparna Dalvi  
Lead IP Specialist  
VKnow Patent Services



Dr. (Mrs.)  Supriya S. Shidhaye  
PRINCIPAL  
Vivekanand Education Society's  
College of Pharmacy  
HAMC, Behind Collector Colony,  
Chembur, Mumbai - 400 074.

15

## OFFER LETTER

Date : 5<sup>th</sup> June, 2021

To,  
Ms Pasham L.,

Dear Pasham,

Congratulations on behalf of Lifecare Biosciences Pvt Ltd for successfully clearing the interview process for the position of Trainee Territory Manager. This position would be effective from 15<sup>th</sup> June 2021. And as per the policy of the company, this training period would be applicable for 3 months.

During this training period of 3 month, your monthly compensation would be Rs 20000/- (in words- Rupees Twenty thousand only) and additional fixed Travel allowance of Rs 5000/- (in words- Rupees Five thousand only) will be paid.

On successful completion of training period of 3 months, company will offer you appointment letter of your confirmation in the organization along with revised annual compensation as per company policy.

On your confirmation in the organization, the period of notice required will be 3 months from your side and 2 months from company side.

As an employee of the company, it is likely that you will work on confidential and or proprietary information related to the operations, products and services of the company and its clients only. Throughout your tenure with Lifecare Biosciences Pvt Ltd, you will abide by the rules and regulation of the company as may be in force from time to time and any violation made would be subjected to disciplinary action.

Basis the documents provided at the time of interview, this offer is granted. During your tenure, if any of this information is found to be incorrect, then your employment is liable to be terminated without any notice.

Any disputes arising out of this letter shall be governed by the laws of India.

Offer Letter & Appointment Letter  
Same



*Supriya S. Shidhaye*  
Dr. (Mrs.) Supriya S. Shidhaye  
PRINCIPAL  
Vivekanand Education Society's  
College of Pharmacy  
HAMC, Behind Collector Colony,  
Chembur, Mumbai - 400 074.



16

Date: 12<sup>th</sup> March 2021

Subject: Offer of Employment

Dear Prajka,

Thank you for expressing interest in a career with HDFC Life.

After having reviewed your candidature, we are delighted to offer you the position of **Graduate Trainee**.

A detailed Compensation package is enclosed herewith (Annexure 1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining.

We look forward to receiving confirmation of your acceptance on the duplicate copy of this letter. Kindly attach your resume and two photographs along with the letter.

Thanking You,

For & on behalf of  
HDFC Life Insurance Co. Ltd.

Authorised Signatory

Received

(Prajka k. Deole)



Dr. (Mrs.)  Supriya S. Shidhaye  
PRINCIPAL  
Vivekanand Education Society's  
College of Pharmacy  
HAMC, Behind Collector Colony,  
Chembur, Mumbai - 400 074.

16



## Annexure 1

Date: 12/3/2021  
 Name: Prajka Kavish Deole  
 Designation: Graduate Trainee  
 Band: J3

Pay Items	Per Annum (INR)	Per Month (INR)
Basic	97,650	8138
House Rent Allowance	58,590	4882
Other Allowance	110,540	9212
Statutory Bonus	24,000	2000
<b>Monthly Gross</b>	<b>2,90,780</b>	<b>24,232</b>
Group Insurance Benefit	8,400	
Provident Fund	21,600	
Gratuity	4,720	
<b>Total Fixed</b>	<b>325,500</b>	
Variable Pay for Performance*	<b>24,500</b>	
<b>Total Cost to Company</b>	<b>3,50,000</b>	

## Please note:

- On appointment you would be also covered under the Group Term Insurance for term cover of Rs 12,00,000 and Mediclaim of Rs 2,00,000 for you and your dependants as per company policy.
- Variable Pay for Performance will be paid to you on successful completion of your 12 month traineeship period.

For & on behalf of  
 HDFC Life Insurance Co. Ltd.

Authorised Signatory

Received

(Prajka K. Deole)

113

**Name** Reetu Balai Bhakta  
**Function** Underwriting  
**Location** Back Office Thane  
**Job Band Designation** Trainee  
**Job Band** 1



		Fixed Compensation	
		P.M (INR)	Annual (INR)
<b>Salary</b>		8,750	105,000
<b>Allowances &amp; Reimbursements</b>			
	Basic Salary	8,750	105,000
	Special Allowance	11,962	151,590
	Education Allowance	7,387	88,650
	Leave Travel Allowance	200	2,400
	Housing Rent Allowance	4,375	52,500
<b>Guaranteed Cash</b>		20,712	256,550
	Advance Against Statutory Bonus	1,400	16,800
	Retinals	2,221	26,651
	Provident Fund (Company Contribution)	1,800	21,600
	Gratuity	421	5,051
<b>Fixed Compensation</b>		25,000	300,000
<b>Target Variable Pay @ 15% of your Fixed Compensation</b>			45,000

**Other Entitlements:**  
**Group Protection Plan:** You will be covered by Group Protection Plan as per Company's rule.  
**Medical:** You and your dependents would be covered by the medical as per the Company rule's subject to the joining kit being certified as complete by the Branch representative (wherever applicable) and HIL.  
**Variable Pay plan:** Based on the specifics of the Variable Pay Plan, the target amount mentioned is payable on achieving an individual performance rating atleast at "Delivered Full Performance", and meeting targets (100%) on the other parameters of the Variable Pay Plan which include Function/Channel and Organization Performance. Variable Payout in any performance year is subject to meeting the organization thresholds of business financial targets as defined in the Variable Pay Plan. Variable Pay has to re-earned each year. The amount indicated here is for the full performance year of 12 Months from April - March. The actual payout will vary based on performance levels and duration worked in the performance period. Variable Pay is paid in the month of July following the Performance Year. The Variable Pay plan is subject to change as per the company discretion. This will be over and above the compensation mentioned above and will be paid on a prorata basis from your date of joining subject to fulfillment of the terms, as per the scheme.  
**Advance against Statutory Bonus:** Is paid monthly in lieu of Statutory Bonus as per the Provision of Bonus Act, 1965.

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*Supriya S. Shidhaye*  
 Dr. (Mrs.) Supriya S. Shidhaye  
 PRINCIPAL  
 Vivekanand Education Society's  
 College of Pharmacy  
 HAMC, Behind Collector Colony,  
 Chombur, Mumbai - 400 074.



Annexure 1

18

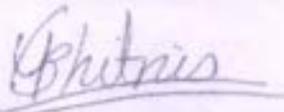
**Date:** 12/3/2021  
**Name:** Rishabh Alakhnath Chaube  
**Designation:** Graduate Trainee  
**Band:** J3

Pay Items	Per Annum (INR)	Per Month (INR)
Basic	97,650	8138
House Rent Allowance	58,590	4882
Other Allowance	110,540	9212
Statutory Bonus	24,000	2000
<b>Monthly Gross</b>	<b>2,90,780</b>	<b>24,232</b>
Group Insurance Benefit	8,400	
Provident Fund	21,600	
Gratuity	4,720	
<b>Total Fixed</b>	<b>325,500</b>	
Variable Pay for Performance*	<b>24,500</b>	
<b>Total Cost to Company</b>	<b>3,50,000</b>	

**Please note:**

- On appointment you would be also covered under the Group Term Insurance for term cover of Rs 12,00,000 and Mediclaim of Rs 2,00,000 for you and your dependants as per company policy.
- Variable Pay for Performance will be paid to you on successful completion of your 12 month traineeship period.

For & on behalf of  
**HDFC Life Insurance Co. Ltd.**



**Authorised Signatory**



*Supriya S. Shidhaye*  
**Dr. (Mrs.) Supriya S. Shidhaye**  
**PRINCIPAL**  
**Vivekanand Education Society's**  
**College of Pharmacy**  
**HAMC, Behind Collector Colony,**  
**Chembur, Mumbai - 400 074.**

# AXELIA SOLUTIONS PRIVATE LIMITED

301 B-Wing, Raheja Plaza 1, Opp R-city Mall, L.B.S. Marg, Ghatkopar West, Mumbai, MH- 400086 CIN NO: U74999MH2019PTC320220; Email Id: - [hr@axelia.in](mailto:hr@axelia.in); Tel. No. 022-67080181

Date: 01-Jul-21

To  
Saloni Gupta

19

## Annexure I

Fixed Salary Component (A)	Monthly (Rs.)	Annual (Rs.)
Basic	10500	126000
House Rent Allowance	5250	63000
Statutory Bonus	2100	25200
Leave Travel Allowance	0	0
Education Allowance	0	0
Supplementary Allowance	862	10344
Reimbursement Component (B)	Monthly (Rs.)	Annual (Rs.)
Books & Periodicals	0	0
Fuel & Maintenance Reimbursement	0	0
Driver Salary	0	0
Telephone & Internet Reimbursement	0	0
Funding Professional Education	0	0
Gadgets for Personal & Professional Use	0	0
<b>Gross (A+B)</b>	<b>18712</b>	<b>224544</b>

Employer Contributions (C)	Monthly (Rs.)	Annual (Rs.)
Employer PF	1363	16356
Employer ESIC	608	7296
<b>Total Employer Contribution</b>	<b>1971</b>	<b>23652</b>

Salary Total (A+B+C)	Monthly	Annual
Annual Fixed Bonus	0	0
Annual Performance Bonus	0	0
<b>Cost to Company</b>	<b>20683</b>	<b>248196</b>

Statutory Deductions From Gross	Monthly (Rs.)	Annual (Rs.)
Employee PF	1363	16356
Employee ESI	140	1680
Professional Tax	200	2400
<b>Total Deductions</b>	<b>1703</b>	<b>20436</b>

*Statutory deductions will be as applicable\**

### Components Exclusive of CTC

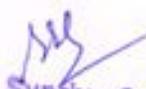
*Medical Insurance: You shall be eligible for Group Medical Insurance as per the company policy*

For Axelia Solutions Pvt Ltd.


**Meenakshi Ganeshan**  
Manager – Human Resource



  
**Dr. (Mrs.) Supriya S. Shidhaye**  
PRINCIPAL  
Vivekanand Education Society's  
College of Pharmacy  
HAMC, Behind Collector Colony,  
Chembur, Mumbai - 400 074.

Annexure 1

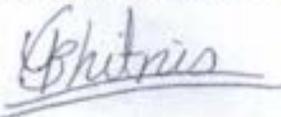
Date: 12/3/2021  
Name: Saurabh Dayashankar Yadav  
Designation: Graduate Trainee  
Band: J3

Pay Items	Per Annum (INR)	Per Month (INR)
Basic	97,650	8138
House Rent Allowance	58,590	4882
Other Allowance	110,540	9212
Statutory Bonus	24,000	2000
<b>Monthly Gross</b>	<b>2,90,780</b>	<b>24,232</b>
Group Insurance Benefit	8,400	
Provident Fund	21,600	
Gratuity	4,720	
<b>Total Fixed</b>	<b>325,500</b>	
Variable Pay for Performance*	<b>24,500</b>	
<b>Total Cost to Company</b>	<b>3,50,000</b>	

**Please note:**

- On appointment you would be also covered under the Group Term Insurance for term cover of Rs 12,00,000 and Mediclaim of Rs 2,00,000 for you and your dependants as per company policy.
- Variable Pay for Performance will be paid to you on successful completion of your 12 month traineeship period.

For & on behalf of  
**HDFC Life Insurance Co. Ltd.**



**Authorised Signatory**



*Supriya S. Shidhaye*  
Dr. (Mrs.) Supriya S. Shidhaye  
PRINCIPAL  
Vivekanand Education Society's  
College of Pharmacy  
HAMC, Behind Collector Colony,  
Chembur, Mumbai - 400 074.

APPRAISAL LETTER

21

Date: 20<sup>th</sup> April, 2021

To,  
Mr. Shailesh Dawra.

Dear Shailesh,  
Year 2020 has been year of beginning of our journey. And it was a year of lot of challenges. But despite that Lifecare could start establishing its footprint in Critical Care market. This would not have been possible without contribution of Key Lifecare team member like you.

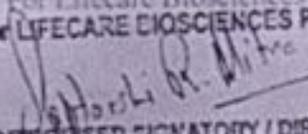
Congratulation for a good performance in 2020. After reviewing your performance, organization has decided to increase your annual compensation by 25%. Consequent to this your Annual Base Salary stands revised from 240000/- to 300000/- with effect from 1<sup>st</sup> April 2021

Rest all the benefits, term and conditions of employment remains the same as before.

Kindly sign and submit duplicate copy of this letter as your acceptance.

We wish you all the best for a successful year 2021.

Your Sincerely  
For Lifecare Biosciences Pvt Ltd  
For **LIFECARE BIOSCIENCES PVT. LTD.**

  
AUTHORISED SIGNATORY / DIRECTORS

Mr. Saptarshi Mitra  
CEO



I accept

Mr Shailesh Dawra



# WESTERN COMMERCIAL CORPORATION

502, VISHWANANAK APARTMENTS, CHAKALA, ANDHERI (EAST), MUMBAI - 400 099. INDIA

• TEL. NO. : 28394441/2/3 • FAX NO. : 91-22-28219871 EMAIL : info@westerncommercial.in

Date - 20<sup>th</sup> April 2021

22

Dear

Shiekha Deria,

11,M-2, Kalash Udyan, Sec-11,

Koparkhairane Navi Mumbai 400709

The company is pleased to appoint you in the role of Business Development Trainee on the following terms and conditions.

**1. Designation:**

You will be designated as a "Business Development Trainee" in the company.

**2. Reporting:**

You will be reporting to the Mr. Apurva Shanghavi of the company or any other person nominated by the Company from time to time

**3. Probation Period**

You will be on Probation period for six months and thereafter your service will be confirmed in writing subject to your satisfactory performance.

**4. Notice Period**

During the probation period, your service can be terminated without assigning any reason and without any notice period. However, you will be required to give notice of one month in writing or one month's pay in lieu of notice if you decide to leave the company.

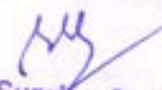
**5. Effective Date:**

Your appointment will be a date mutually agreed upon

**6. Location:**

You will be stationed at Mumbai however your services are transferable to other locations as decided by the management of the group



  
Dr. (Mrs.) Supriya S. Shidhaye  
PRINCIPAL  
Vivekanand Education Society's  
College of Pharmacy  
HAMC, Behind Collector Colony,  
Chembur, Mumbai - 400 074.

**7. Tenure:**

Your services will be initially for a period of Two-year, subject to review/renewal by the Company at the mutually agreed terms.

**8. Job Responsibilities:**

**A. Role:**

Business Development Trainee

**B. Responsibility**

1. Job requires understanding of chemistry for explanation of products being offered to the customers R&D departments. Regular communication/follow up with customers and reporting to suppliers by emails or any other mode will be required. Helping customers with trouble shooting with the help of suppliers and brochures and literature available. Visiting customers with and without overseas suppliers from time to time.
2. Any other activity to develop and grow business for the company.

**C. Remuneration:**



1. Rs 2,20,000.00 per Annum inclusive of Professional tax. The breakup consists of conveyance, HRA and communication expenses.
2. Any income tax payable on this amount/s will be as per Government policy will be deducted/payable.

**D. Termination:**

1. You agree to serve with the company for a minimum period of two year from the date of appointment. However, the company reserve the right to terminate your services, in its discretion, after giving written notice of one month.

**E. Confidentiality:**

1. You will keep confidential all the information pertaining to the company, its product, people, finances and otherwise that you come across during the tenure of the association with the company.
2. You will not indulge in any activity that is like the activities of the company or that may compete with the company or that may adversely affect the interest of the Company or its Promoters / Directors / Management / Employee.

**F. Arbitration:**

Any dispute, controversy and/ or difference which may arise between the parties hereto out of or in relation to or in connection with this said appointment or the breach thereof, which cannot be settled by mutual accord without undue delay, shall first be referred for resolution by both parties to a mutually acceptable individual (The Mediator). If the decision of the mediator is not acceptable then the matter shall be referred to an



*Shidhaye*  
 Dr. (Mrs.) Supriya S. Shidhaye  
 PRINCIPAL  
 Vivekanand Education Society's  
 College of Pharmacy  
 HAMC, Behind Collector Colony,  
 Chembur, Mumbai, 400 074

23

**Annexure 1**

**Date:** 12/3/2021

**Name:** Sonali Sarjerao Gudalkar

**Designation:** Graduate Trainee

**Band:** J3

<b>Pay Items</b>	<b>Per Annum (INR)</b>	<b>Per Month (INR)</b>
Basic	97,650	8138
House Rent Allowance	58,590	4882
Other Allowance	110,540	9212
Statutory Bonus	24,000	2000
<b>Monthly Gross</b>	<b>2,90,780</b>	<b>24,232</b>
Group Insurance Benefit	8,400	
Provident Fund	21,600	
Gratuity	4,720	
<b>Total Fixed</b>	<b>325,500</b>	
Variable Pay for Performance*	<b>24,500</b>	
<b>Total Cost to Company</b>	<b>3,50,000</b>	

**Please note:**

- On appointment you would be also covered under the Group Term Insurance for term cover of Rs 12,00,000 and Mediclaim of Rs 2,00,000 for you and your dependants as per company policy.
- Variable Pay for Performance will be paid to you on successful completion of your 12 month traineeship period.

For & on behalf of  
**HDFC Life Insurance Co. Ltd.**

*[Handwritten Signature]*

**Authorised Signatory**

*Received*  
*(Ms. Sonali S. Gudalkar)*  
*[Handwritten Signature]*



*[Handwritten Signature]*  
Dr. (Mrs.) Supriya S. Shidhaye  
PRINCIPAL  
Vivekanand Education Society's  
College of Pharmacy  
HAMC, Behind Collector Colony,  
Chembur, Mumbai - 400 074.



## Annexure - A

24

<b>Name</b>	<b>Vaidehi Sudhan Bhole</b>		
<b>Function</b>	Underwriting		
<b>Location</b>	Back Office Thane		
<b>Job Band Designation</b>	Trainee		
<b>Job Band</b>	T		
 <b>ADITYA BIRLA CAPITAL</b> PROTECTING INVESTING FINANCING ADVISING			
<b>Fixed Compensation</b>			
		<b>P.M (INR)</b>	<b>Annual (INR)</b>
<b>Salary</b>		8,750	1,05,000
	Basic Salary	8,750	1,05,000
<b>Allowances &amp; Reimbursements</b>		<b>11,962</b>	<b>1,51,550</b>
	Special Allowance	7,387	88,650
	Education Allowance	200	2,400
	Leave Travel Allowance		8,000
	Housing Rent Allowance	4,375	52,500
<b>Guaranteed Cash</b>		<b>20,712</b>	<b>2,56,550</b>
	Advance Against Statutory Bonus	1,400	16,800
<b>Retirals</b>		<b>2,221</b>	<b>26,651</b>
	Provident Fund (Company Contribution)	1,800	21,600
	Gratuity	421	5,051
<b>Fixed Compensation</b>		<b>25,000</b>	<b>3,00,000</b>
<b>Target Variable Pay @ 15% of your Fixed Compensation</b>			<b>45,000</b>
<b>Other Entitlements:</b>			
. <b>Group Protection Plan:</b> You will be covered by Group Protection Plan as per Company's rule			
. <b>Mediclaime:</b> You and your dependents would be covered by the mediclaime as per the Company rule's subject to the joining kit being certified as complete by the Branch representative (wherever applicable) and HR.			
. <b>Variable Pay plan:</b> Based on the specifics of the Variable Pay Plan, the target amount mentioned is payable on achieving an individual performance rating atleast at "Delivered Full Performance", and meeting targets (100%) on the other parameters of the Variable Pay Plan which include Function/Channel and Organization Performance. Variable Payout in any performance year is subject to meeting the organization thresholds of business financial targets as defined in the Variable Pay Plan. Variable Pay has to re-earned each year. The amount indicated here is for the full performance year of 12 Months from April - March. The actual payout will vary based on performance levels and duration worked in the performance period. Variable Pay is paid in the month of July following the Performance Year. The Variable Pay plan is subject to change as per the company discretion. This will be over and above the compensation mentioned above and will be paid on a prorata basis from your date of joining subject to fulfilment of the terms as per the scheme.			
• <b>Advance against Statutory Bonus:</b> is paid monthly in lieu of Statutory Bonus as per the Provision of Bonus Act, 1965.			
<i>Disclaimer: This document is classified as CONFIDENTIAL as per Aditya Birla Sun Life Insurance Company Limited's Information Classification Policy.</i>			

Dr. (Mrs.) *S.S. Shidhaye*  
PRINCIPAL  
Vivekanand Education Society's  
College of Pharmacy  
HAMC, Behind Collector Colony,  
Chembur, Mumbai - 400 074.

PRIVATE &amp; CONFIDENTIAL

January 27, 2021

Dear Ms. Yuragika Tiwari,

We are pleased to offer you a position in our Company **Pitchman Communications Private Limited** as a **Business Associate**. This offer takes effect from your date of joining i.e., **1<sup>st</sup> July 2021**. Your job responsibilities are outlined in Annexure A of this document.

Your compensation package would be **3,24,000 INR per annum**. Travel allowances will be paid additionally for business visits. However, the structure of your compensation plan may be altered / changed from time to time in line with the Compensation policy and practices of the Company. Your working days would be Monday to Saturday every week. Your work timings would be 9:30 am to 6:30pm. Your salary will be payable on the 10<sup>th</sup> day of every month.

As per Company policy, the probation period applicable to you shall be **6 months**. During probation, the period of notice required for resignation is **1 month** on your side. Company can terminate your employment without serving any notice immediately during probation period. After probation, the period of notice required for resignation is **2 months** on either side. Your official working hours will be from Monday to Saturday from 9.30 am to 6.30 pm.

As an employee of the Company, it is likely that you will work on confidential and or proprietary information related to the operations, products and services of the Company and its clients. To protect the interests of the Company and its clients, all employees are required to read and sign an Employment Agreement prior to beginning of employment.

You will abide by the rules and regulations of the Company as may be in force from time to time and any violation made would be subjected to disciplinary action.

Your appointment is subject to satisfactory reference checks and clearance from any secrecy / service agreements that you may have executed, which could have a bearing on your working with us.

This letter of offer is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

PITCHMAN COMMUNICATIONS PRIVATE LIMITED | CIN: U74999MH2018PTC303995  
CORPORATE ADDRESS: 905, LODHA SUPREMEUS, OPP. MTNL, SAKVIHAR ROAD, POWAI MUMBAI 400 072  
CONTACT: 022-49727401 | EMAIL: hr@pitchman.in



*Shidhaye*  
Dr. (Mrs.) **Supriya S. Shidhaye**  
PRINCIPAL  
Vivekanand Education Society's  
College of Pharmacy  
HAMC, Behind Collector Colony,  
Chamber Mumbai - 400 074.



26

Offer: BUSINESS PROCESS SERVICES  
Ref: TCSL/DT20217709231/Mumbai/BPS/BTN  
Date: 28/08/2021

Ms. Beauty Virendrakumar Gupta  
Flat 503 A Wing Galaxy Apartment  
Qureshi Nagar  
Bhantra Bhavan  
Mumbai-400070  
Maharashtra  
Tel# 91-9773383276

Dear Ms. Beauty Virendrakumar Gupta,

**Sub: Letter of Offer and Terms of Traineeship**

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,750/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.



Dr. (Mrs.) Supriya S. Shidhaye  
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College of Pharmacy  
HAMC, Behind Collector Colony,  
Chembur, Mumbai - 400 074.

Private and Confidential  
TCSL/DT20217709231

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
Wellspring Godrej & Boyce Complex Plant No 12, Gate No 4, LBS Marg Vikhroli West, Mumbai - 400079  
Ph: +91 22 6778 5000 Fax 91 22 6778 3300 91 226778 3399 E-mail: corporate.offices@tcs.com, Website: http://www.tcs.com  
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021  
Corporate Identification No. (CIN): L22210MH1995PLC05489311JUF, Mumbai - 400 074.

1

20<sup>th</sup> September, 2021

**Letter of Appointment**

Surbhi Soni

Mumbai.

Dear Surbhi,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position of **Executive – Business Development** at our **Mumbai** office for the annual Gross CTC of **Rs 2,64,000/- pa** (Rs Two Lakh Sixty four thousand Only).

**Your appointment is subject to:**

1. Your joining date to the services of the company is **20<sup>th</sup> September, 2021**.
2. Your written acceptance of the Appointment letter.
3. The verification of your testimonials.
4. Us receiving satisfactory reports from your references.
5. You being found medically fit for the job.
6. Your pharmacy license submission for company Drug license.

**Probation Period :**

You will be on probation for a period of 6 months from the date of joining and this can be extended for a further period at the Company's discretion. During the probationary period your services can be terminated with 30 days' notice on either side. After successful completion of probation period Notice period will change to 60 days.

**Solasta Business Solutions Pvt Ltd**

1004B, Raj Grandeur, Powai, Mumbai 400 076 | email : [pharmaquest@isolasta.com](mailto:pharmaquest@isolasta.com)  
[www.isolasta.com](http://www.isolasta.com)



*Shidhaye*  
Dr. (Mrs.) **Supriya S. Shidhaye**  
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Vivekanand Education Society's  
College of Pharmacy  
HAMC, Behind Collector Colony,  
Chembur, Mumbai - 400 074.

24<sup>th</sup> September, 2021

**Letter of Appointment**

Prachi Sighvi

Mumbai.

Dear Prachi,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position of **Product Executive (PMT)** at our **Mumbai** office for the annual Gross CTC of **Rs 2,64,000/- pa** (Rs Two Lakh Sixty four thousand Only).

**Your appointment is subject to:**

1. Your joining date to the services of the company is **25<sup>th</sup> September, 2021.**
2. Your written acceptance of the Appointment letter.
3. The verification of your testimonials.
4. Us receiving satisfactory reports from your references.
5. You being found medically fit for the job.
6. Your pharmacy license submission for Application of Drug license.

**Probation Period :**

You will be on probation for a period of 6 months from the date of joining and this can be extended for a further period at the Company's discretion. During the probationary period your services can be terminated with 30 days' notice on either side. After successful completion of probation period Notice period will change to 60 days.

**Solasta Business Solutions Pvt Ltd**

1004B, Raj Grandeur, Powai, Mumbai 400 076 | email : [pharmaquest@isolasta.com](mailto:pharmaquest@isolasta.com)

[www.isolasta.com](http://www.isolasta.com)



*Supriya S. Shidhaye*  
**Dr. (Mrs.) Supriya S. Shidhaye**  
**PRINCIPAL**  
Vivekanand Education Society's  
College of Pharmacy  
HAMC, Behind Collector Colony,  
Chembur, Mumbai - 400 074.



S @ LASTA

24<sup>th</sup> September, 2021

Letter of Appointment

Rohan Wani

Mumbai.

29

Dear Rohan,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to make you an offer for the position of **Procurement Officer** at our **Mumbai** office for the annual Gross CTC of **Rs 3,00,000/- pa** (Rs Three Lakh Only).

**Your appointment is subject to:**

1. Your joining date to the services of the company is **27<sup>th</sup> September, 2021**.
2. Your written acceptance of the Appointment letter.
3. The verification of your testimonials.
4. Us receiving satisfactory reports from your references.
5. You being found medically fit for the job.
6. Your pharmacy license submission for Application of Drug license.
7. We will also involve you in other operations and PMT activities as per your skills and performance.

**Probation Period :**

You will be on probation for a period of 6 months from the date of joining and this can be extended for a further period at the Company's discretion. During the probationary period your services can be terminated with 30 days' notice on either side. After successful completion of probation period Notice period will change to 60 days.

**Solasta Business Solutions Pvt Ltd**

1004B, Raj Grandeur, Powai , Mumbai 400 076 | email : [pharmaquest@isolasta.com](mailto:pharmaquest@isolasta.com)

[www.isolasta.com](http://www.isolasta.com)

  
Dr. (Mrs.) Supriya S. Shidhaye  
PRINCIPAL  
Vivekanand Education Society's  
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HAMC, Behind Collector Colony,  
Chembur, Mumbai - 400 074



Dear Jay,

We are pleased to confirm you for an internship program of 3 months in the Packaging Department with us at Kenpack Pharma. Following are the details;

Job Location : Mhape, Navi Mumbai

Responsibilities :

1. Packaging experiments lab work as leak test, drop wt . Dimensions study, in use study etc.
2. New packaging component evaluation and design Development
3. Packaging development documents preparation
4. Adhoc-As assigned by the manager.

Stipened : 10,000 per month.

You are expected to report at Kenpack Pharma (Zenvision) on Monday,4th October,2021 at 10 a.m.

**THANKS & REGARDS**  
**ANJALI KUMARI**  
**TEAM-HR**  
7400312673  
**FAMY CARE GROUP**  
Brady House, 3rd Floor  
12/14, Veer Nariman Road, Fort  
Mumbai-400001

*Supriya S. Shidhaye*  
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