



MICRO LABS LIMITED

REGD. & CORPORATE OFFICE: # 27, RACE COURSE ROAD, BANGALORE 560 001, KARNATAKA, INDIA
Tel.: +91-80-2237 0451- 57 Fax: +91-80-2237 0493 CIN: U24232KA1973PLC002401 Website: www.microlabsltd.com Email: info@microlabs.in

REF: MLL/ML18/PS/2016/103895

Date: 19.07.2016

Mr. Veerana Gowda Gajaram,
#121/1, Vignan Nagar,,
New Tippesandra,
Bangalore - 560075
Employee No. : 103895

Dear Mr. Veerana,

Sub: Appointment to the post of Research Associate Trainee

This has reference to your application for employment in our organization and subsequent interview you had with us, we are pleased to appoint you as "Research Associate Trainee" in the Analytical R&D Department based at R&D Centre, Kudlu, Bangalore, Karnataka with effect from 06.07.2016 on the following terms and conditions:

1. a) Your remuneration package for the first year will be as follows:

Salary Components	Rs. Per Month	Rs. Per Annum
Stipend	9,500	114,000
House Rent Allowance	4,750	57,000
Conveyance Allowance	3,050	36,600
Attire Allowance	2,000	24,000
Monthly Salary	19,300	231,600
Annual Perks & Other Benefits		
P.F. (Company's contribution)	-	13,680
Payment of Bonus	-	16,800
Gratuity (4.81% of Basic)	-	5,481
Cost to Company (CTC)	-	267,561

- b) On successful completion of your One year Training period, you will be confirmed in the permanent employment of the company with a Revised Remuneration Package of Rs. 3.30 Lakh CTC per annum for Second Year and Rs. 4.50 Lakh CTC per annum for the Third Year, respectively, depending upon your overall performance. The detailed salary break up will be provided to you as per the due dates and policy of the company, which please note.

2. You will be on Training for a period of one year from your joining date. Your training period may be extended at the discretion of the Management.
3. Unless confirmed in writing whether the Company can offer you permanent employment, you will continue to be on training. However your appointment as a trainee does not entitle you as a matter of any right to permanent employment with us.
4. During the course of employment with the company, you may leave the company's services by giving Two months notice or salary in lieu thereof. However, on submission of your resignation, it would be the discretion of the Management to relieve you from your duties, before completion of the notice period. Similarly, your services may be terminated for any breach of terms and conditions of the appointment or any rules or for any other reasons at the discretion of the Management by giving

Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIVVEDEI - 515 721, Anantapuramu (A.P.)

Ref. : S/HR/LET-OFR/128495
Date : 30-Jun-2015

Syngene

Hrushikesava Reddy R,

Dear Hrushikesava Reddy R,

Subject: Letter of offer for employment

We are pleased to offer you a position in our organization on the following terms and conditions:

1. Position : **SENIOR RESEARCH ASSOCIATE- Formulation Development Centre**
2. Level : **9-II**
3. Location: **Bangalore**
4. Compensation Package: You will be entitled to a compensation of **Rs. 5,04,024 p.a** on cost to the company basis, and the detailed breakup of the Compensation Package will be as attached.
5. The appointment is effective from the date of your joining. We request you to join by **03-Aug-2015**
6. We will issue the formal appointment letter detailing the terms and conditions of employment on your joining our organization. It is understood that such terms and conditions of employment will be binding on you and you will comply with all rules, regulations and code of conduct applicable to employees of the company.

This offer of employment is subject to your medical fitness, confirming no trace of any major illness or any chronic health disorders in the past, verification of your records relating to educational qualifications and professional experience, and reference verification. The pre-employment requirements as attached needs to be completed by you

Please confirm your acceptance of our offer by signing a copy of this letter and advice the date by which you will join our organization. It is understood that we will mutually keep this offer as **CONFIDENTIAL**, till the time you are on board with us.

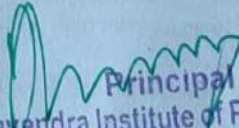
"In the event you do not confirm acceptance of this offer in writing, within three days of the date of this letter, or, join us within three days of the joining date specified in point 5 above (or such extended date which may be mutually agreed), then this offer will be deemed to have been withdrawn, and consequently you will not have any further claim for employment with us."


We take pleasure in welcoming you to our organization and are confident that your period of association with us will be long, pleasant and mutually beneficial.

Yours truly
for **Syngene International Ltd.**

DOLA MUKHERJEE
Head – Human Resources

I confirm acceptance of your above offer and will join your organization by date: _____


Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515 721, Anantapuramu (A.P.)

 A Biocon company

PRIVATE & CONFIDENTIAL

EMOLUMENT PACKAGE

Annexure 1 -Detailed Emoluments			
Name : Hrushikesava Reddy R			
Designation: SENIOR RESEARCH ASSOCIATE			
Level- 9-II			
Salary Components		Annual(Rs)	Monthly(Rs)
Basic +D.A	100.00	1,68,000	14,000
House rent Allowance	50.00	84,000	7,000
Flexi Allowance	60.00	1,00,800	8,400
Medical Allow/ Reimbursement	10.00	16,800	1,400
Leave Travel Allowance	10.00	16,800	1,400
Super Annuation Allowance	15.00	25,200	2,100
Ex-gratia	20.00	33,600	2,800
ANNUAL GROSS(Without Conveyance Allowance)		4,45,200	37,100
Conveyance / Vehicle Maintenance Allowance		21,600	1,800
ANNUAL GROSS (With Conveyance Allowance)		4,66,800	38,900
Company's Contribution to P.F	12.00	20,160	1,680
Contribution to Gratuity Fund	4.80	8,064	672
ANNUAL COSTS(Paid to Employee + Retired Benefit)		4,95,024	41,252
Canteen Costs (to the company)		9,000	750
COST TO THE COMPANY		5,04,024	42,002

Note on Emoluments/ Benefits:

Conveyance & Petrol/ Maintenance Allowance: Restricted to the max of above amount for those who commute to work in a 4 wheeler, In case of 2 wheeler or public Transport Conveyance allowance will be restricted to Rs.1800/- p.m. The above component will be null & void if company transport is used

Company Transportation: We have close to 40 vans / buses plying across most parts of Bangalore city. This facility is extended to all employees working in the Bangalore offices. New employees opting for company transportation would be provided this facility, depending on the availability of seats. It takes a minimum of seven (7) days for the administration team to provide transportation. They need to have at least 8 employees to introduce a new route. You are requested to kindly co-operate.

Canteen Costs: Rs.750/- towards employers contribution for canteen facility and If employee prefers to utilize this facility an amount of Rs.100/- will be deducted from employee side.

Mobile Expenses: Based on eligibility this reimbursement will be done on production of bills at accruals to be claimed every month.

Children Education: The school tuition fees paid to the confirmed employee, with respect to his/her child/children (limited to TWO and age above three & half years) will be reimbursed up to a maximum of Rs.20,000 p.a., per child on production of bills.

Mediclaime: Family hospitalization mediclaime coverage ranging from Rs.75000/- to Rs.200000/- Depending on family Size (Self, Spouse and 2 children).

Ref. : S/HR/LET-OFR/128495
Date : 30-Jun-2015

Hrushikesava Reddy R,

Dear Hrushikesava Reddy R,

Subject: Letter of offer for employment

We are pleased to offer you a position in our organization on the following terms and conditions:

1. Position : **SENIOR RESEARCH ASSOCIATE- Formulation Development Centre**
2. Level : **9-II**
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5. The appointment is effective from the date of your joining. We request you to join by 03-Aug-2015
6. We will issue the formal appointment letter detailing the terms and conditions of employment on your joining our organization. It is understood that such terms and conditions of employment will be binding on you and you will comply with all rules, regulations and code of conduct applicable to employees of the company.

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Please confirm your acceptance of our offer by signing a copy of this letter and advice the date by which you will join our organization. It is understood that we will mutually keep this offer as **CONFIDENTIAL**, till the time you are on board with us.

"In the event you do not confirm acceptance of this offer in writing, within three days of the date of this letter, or, join us within three days of the joining date specified in point 5 above (or such extended date which may be mutually agreed), then this offer will be deemed to have been withdrawn, and consequently you will not have any further claim for employment with us."

We take pleasure in welcoming you to our organization and are confident that your period of association with us will be long, pleasant and mutually beneficial.

Yours truly
for **Syngene International Ltd.**

DOLA MUKHERJEE
Head - Human Resources

I confirm acceptance of your above offer and will join your organization by date: _____

DOCUMENTS TO BE SUBMITTED AT THE TIME OF JOINING

Please bring the following certificates / documents (original & copies) at the time of reporting:

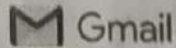
CERTIFICATES:

I) EDUCATIONAL

- a) School Leaving
- b) P.U. or Equivalent
- c) Degree Certificate / Marks Sheets
- d) Post Graduation Certificate / Marks Sheets
- e) Any Other

II) OTHERS

- a) Date of Birth Certificate/Proof
- b) Experience Certificate
- c) Salary Certificate of last 2 months
- d) Offer Letter/Latest Salary increment letter with CTC Break Up
- e) Copy of Form-16 & IT Acknowledgement (Last 2 years).
- f) Relieving Letter
- g) Reference Letter
- h) Photographs : Passport Size : 4 Nos, Stamp Size : 2 Nos(Color)
- i) Pan Card
- g) Any one document among following as Identity Proof to open Corporate Salary Accounts:-
 - * Passport
 - * Driving License
 - * Photo Credit Card
 - * Voter's ID card



Neppali Jagadeesh <neppalijagadeesh@gmail.com>

Offer Details - Fortis Hospital, Mulund

1 message

Neelam Thakur <neelam.thakur1@fortishealthcare.com>

Mon, May 23, 2016 at 7:19 PM

To: "neppalijagadeesh@gmail.com" <neppalijagadeesh@gmail.com>

Cc: SANJAY GAIKWAD <sanjay.gaikwad@fortishealthcare.com>, Abhishek Jadhav <abhishek.jadhav@fortishealthcare.com>

Dear Mr. Neppali Jagadeesh

With reference to your application & interview with us, we are pleased to inform that you are selected for the post of **Clinical Pharmacologist in Pharmacy Department in A2 Grade.**

Your joining is subjected to submission of relevant qualification & experience details & also Medical Fitness.

You have to join on or before **1st June 2016** failing to which your offer will stand invalid.

Please go through the offer details below:

CONFIDENTIAL

Name	Mr Neppali Jagadeesh	
State of employment	Maharashtra	
Designation	Clinical Pharmacologist	
Band	A2	
Salary Components	per month(INR)	per annum(INR)
Basic Salary	9,400	1,12,800
House Rent Allowance	4,700	56,400
Children Education Allowance	200	2,400
Conveyance Allowance	1,600	19,200
Statutory Bonus	862	10,340
Special Allowance	5,935	71,217
Sub Total (A)	22,696	2,72,357
Benefits		
Mediclaime (premium)	638	7,651
Personal Accident Insurance (premium)	16	189
Group Term Insurance (premium)	70	842
Sub Total (B)	723	8,681
Statutory Components		

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Resident Fund (12% of Basic)	1,128	13,536
Convey (4.87% of Basic)	452	5,428
Sub Total (C)	1,580	18,962
Fixed Salary	25,000	3,00,000
Cost to Company (Sum A+B+C)	25,000	3,00,000

You need to report on Monday, 30th May 2016, at 8 am in Health Checkup Department on Ground Floor for Medical Checkup (12 Hours Fasting)

Kindly carry your identification proof.

Kindly revert with your acceptance of offer.

Thanks & Regards,

Neelam Thakur
 Human Resources
 Fortis Hospital - Mulund
 (L) 022-49264263
 (M) 9819138172

Disclaimer

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24-Mar-16

THAMMINENI RAMESH,
5-34, Yaganttalli (V), Krishnagiri (M),
Kurnool (D), AP - 518216

Dear Ramesh,

Letter of Offer

Thank you for your interest in discussing an opportunity with Synowledge (now a BIOCLINICA company). Based on the discussions, we are pleased to offer you the position of Senior Drug Safety Associate (Level-2). Your Initial place of posting will be at our facility in Mysore.

Your total earning opportunity for the year is INR 450000/- in which your annual fixed compensation will be INR 420000/- per annum. In addition to this you will be eligible for a performance linked Variable Component of INR 30000/- per annum which shall be paid based on Variable Pay guidelines on an annual basis. Annexure-I details out the compensation structure.

You will be on probation for a period of three (3) months. During the probationary period, either the company or the employee may terminate the employment with one month's notice of this intent.

Your appointment will be effective from the date of joining, which shall be on or before 27-Jun-16 failing which the appointment shall stand automatically withdrawn.

We will not be liable for your contractual obligations which you may have with your current or earlier employers.

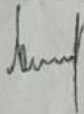
On your day of joining you are requested to report at 9:30 AM to MS. ALOKHINI. Please carry the original documents along with an additional copy as specified in the Annexure-II. You will be issued a detailed appointment letter upon joining.

You will be entitled for one time relocation allowance subject to maximum of INR 40000 on submission of actual supporting as per policy. In the unlikely event you choose to leave the Company or if your services are terminated for any reason whatsoever before the completion of one year of employment with the Company, the relocation allowance will be construed as debt due and should be repaid fully by you before your last working day.

We are sure that our working environment will be conducive to help you grow professionally as well as personally. We welcome you to being a part of the team and also look forward to your valued contribution in taking us to greater heights.

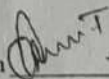
Please confirm your acceptance of our offer by signing & returning the duplicate copy of this letter for my attention within three (3) days from the date of receiving this letter, other this offer shall be deemed withdrawn, unless it has been extended in writing by an authorized executive of the Company.

for SYNOWLEDGE (now a BIOCLINICA company),

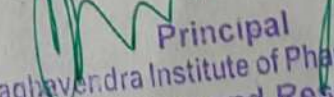
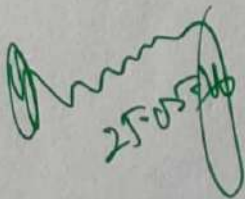


YEMBU KRISHNAMURTHY
VICE PRESIDENT - HUMAN RESOURCES

I confirm and accept the above and will join on

 - 01/Jul/2016

(Signature)



Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515 721, Anantapuramu (A.P.)

3-Feb-16

CHENCHU SURESH,
2-26 Puppala (v), Yadiki (M),
Anantapuramu (Dist)- 515002

Dear Suresh,

Letter of Offer

Thank you for your interest in discussing an opportunity with Synowledge (now a BIOCLINICA company). Based on the discussions, we are pleased to offer you the position of Drug Safety Associate. Your initial place of posting will be at our facility in Mysore.

Your total earning opportunity for the year is INR 220000/- in which your annual fixed compensation will be INR 200000/- per annum. In addition to this you will be eligible for a performance linked Variable Component of INR 20000/- per annum which shall be paid based on Variable Pay guidelines on an annual basis. Annexure-I details out the compensation structure.

You will be on probation for a period of three (3) months. During the probationary period, either the company or the employee may terminate the employment with one month's notice of this intent.

Your appointment will be effective from the date of joining, which shall be on or before 5-Feb-16 failing which the appointment shall stand automatically withdrawn.

We will not be liable for your contractual obligations with any company you have with your current or earlier employers.

As part of the joining process you need to sign an employment contract and bond with us for two years.

On your day of joining you are requested to report at 9:30 AM to MS. ALOKHINI. Please carry the original documents along with an additional copy as specified in the Annexure-II. You will be issued a detailed appointment letter upon joining.

We are sure that our working environment will be conducive to help you grow professionally as well as personally. We welcome you to being a part of the team and also look forward to your valued contribution in taking us to greater heights.

Please confirm your acceptance of our offer by signing & returning the duplicate copy of this letter for my attention within three (3) days from the date of receiving this letter, other this offer shall be deemed withdrawn, unless it has been extended in writing by an authorized executive of the Company.


for SYNOWLEDGE (now a BIOCLINICA company),



VEMBU KRISHNAMURTHY
VICE PRESIDENT - HUMAN RESOURCES

I confirm and accept the above and will join on _____

(Signature)


Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515 721, Anantapuramu (A.P.)

7-Nov-16



NEERUGANTI SREELAKSHMI,
Dr. No : 8/62, N.S Gate (V), C.K.Palli (M)
Anantapuramu (D) AP - 515101

Dear Sreelakshmi,

Letter of Offer

Thank you for your interest in discussing an opportunity with **BIOCLINICA**. Based on the discussions, we are pleased to offer you the position of **Drug Safety Associate**. Your Initial place of posting will be at our facility in **Mysore**.

Your total earning opportunity for the year is **INR 220000/-** in which your annual fixed compensation will be **INR 200000/-** per annum. In addition to this you will be eligible for a performance linked **Variable Component of INR 20000/- per annum** which shall be paid based on Variable Pay guidelines on an annual basis. **Annexure-I** details out the compensation structure.

You will be on probation for a period of **three (3) months**. During the probationary period, either the company or the employee may terminate the employment with one month's notice of this intent.

Your appointment will be effective from the date of joining, which shall be on or before **14-Nov-16** failing which the appointment shall stand automatically withdrawn.

As part of the joining process you need to sign an employment contract and bond with us for two years.

We will not be liable for your contractual obligations which you may have with your current or earlier employers.

On your day of joining you are requested to report at **9:30 AM** to **Ms. SHILPA**. You will be issued a detailed appointment letter upon joining.

We are sure that our working environment will be conducive to help you grow professionally as well as personally. We welcome you to being a part of the team and also look forward to your valued contribution in taking us to greater heights.

Please confirm your acceptance of our offer by signing & returning the duplicate copy of this letter for my attention within three (3) days from the date of receiving this letter, other this offer shall be deemed withdrawn, unless it has been extended in writing by an authorized executive of the Company.

for **BIOCLINICA**.,

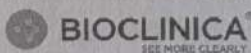
VEMBU KRISHNAMURTHY
VICE PRESIDENT – HUMAN RESOURCES

I confirm and accept the above and will join on _____

(Signature)

Document
03-01-17

Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515 721, Anantapuramu (A.P.)



3-Feb-16

VUMMAREDDY HEMALATHA,
1/182,ChinnaMudium(v), PeddaMudium (M),
Nemalladinne(P), Jammalamadugu(T), YSR Kadapa (Dist)- 516411

Dear Hemalatha,

Letter of Offer

Thank you for your interest in discussing an opportunity with Synowledge (now a BIOCLINICA company). Based on the discussions, we are pleased to offer you the position of Drug Safety Associate. Your initial place of posting will be at our facility in Mysore.

Your total earning opportunity for the year is INR 220000/- in which your annual fixed compensation will be INR 200000/- per annum. In addition to this you will be eligible for a performance linked Variable Component of INR 20000/- per annum which shall be paid based on Variable Pay guidelines on an annual basis. Annexure-I details out the compensation structure.

You will be on probation for a period of three (3) months. During the probationary period, either the company or the employee may terminate the employment with one month's notice of this intent.

Your appointment will be effective from the date of joining, which shall be on or before 5-Feb-16 failing which the appointment shall stand automatically withdrawn.

We will not be liable for your contractual obligations which you may have with your current or earlier employers.

As part of the joining process you need to sign an employment contract and bond with us for two years.

On your day of joining you are requested to report at 9:30 AM to MS. ALOKHINI. Please carry the original documents along with an additional copy as specified in the Annexure-II. You will be issued a detailed appointment letter upon joining.

We are sure that our working environment will be conducive to help you grow professionally as well as personally. We welcome you to being a part of the team and also look forward to your valued contribution in taking us to greater heights.

Please confirm your acceptance of our offer by signing & returning the duplicate copy of this letter for my attention within three (3) days from the date of receiving this letter, other this offer shall be deemed withdrawn, unless it has been extended in writing by an authorized executive of the Company.

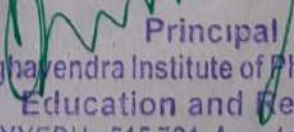
for SYNOWLEDGE (now a BIOCLINICA company),



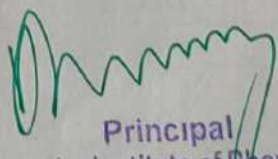
VEMBU KRISHNAMURTHY
VICE PRESIDENT - HUMAN RESOURCES

I confirm and accept the above and will join on _____

(Signature)


Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515 721, Anantapuramu (A.P.)

SALARY AND BENEFIT STATEMENT		
NAME	Mohammed Usama	
DESIGNATION	Safety Associate Trainee @ Grade 26	
1. SALARY COMPONENTS	per Month (INR)	per Annum (INR)
BASIC	8,925	107,100
HRA	4,463	53,556
MEDICAL	1,250	15,000
TRANSPORT ALLOWANCE	1,600	19,200
LEAVE TRAVEL ALLOWANCE	744	8,928
SPECIAL ALLOWANCE	2,152	25,824
ANNUAL GUARANTEED PAY	19,834	238,008
2. RETIRAL BENEFITS	per Month (INR)	per Annum (INR)
PROVIDENT FUND	1,071	12,852
GRATUITY	858	10,296
CTC (1+2)		INR 261,156
3. VARIABLE INCENTIVE PAYMENTS		
<p>You may participate in non-salary compensation programs as may be available, subject to applicable terms, conditions and eligibility requirements of these plans and at the plan administrator's discretion.</p>		
4. OTHER BENEFITS		
Encashable Privilege Leaves (EPL). Currently and as per the existing company policy (which may change from time to time), you are eligible to encash your previous years accrued unutilized EPLs annually. The current formula for calculating the encashment value of annual unutilized EPLs is currently "Un-utilized EPLS (assumed 21 per year) * Monthly Basic / 26". Claims for any reimbursement or expense is subject to company policy.		INR 7,209
Healthy U Healthy Quintiles (HUHQ). Currently, the maximum reimbursement per annum (a year for this purpose being from January-December) that Employees may be eligible to claim towards expenses against a list of wellness programs detailed in the HUHQ policy. Claims for any reimbursement or expense is subject to company policy.		INR 12,000
Group Mediciam: Coverage under Group Mediciam Policy with coverage limit of Rs.3,50,000/- for the employee and family members as per policy.		
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.		
Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.		


Principal
 Raghavendra Institute of Pharmaceutical
 Education and Research
 CHIYYEDU - 515721, Anantapuramu (A.P.)



RAGHAVENDRA

Institute of Pharmaceutical Education & Research (RIPER)

NBA Accredited Institution (UG) & Accorded 2 (f) & 12 (B) Status by UGC
Affiliated to JNTU Anantapuramu, Anantapuram; Approved by AICTE & PCI New Delhi

Dr. Y. Padmanabha Reddy, M.Pharm., Ph.D.,
Principal

Date: 31.05.2016.

Placement and Industry – Institution / Entrepreneur cell

Campus Interview – Selected candidates details

Date : 31.05.2016

Recruiter name : Medi Assist India Tpa Pvt Ltd, Bangalore

The following students are scrutinized for employment /further interview at Medi Assist India Tpa Pvt Ltd, Bangalore. Short listed from 1 to 12 and further wait listed from 13 to 30.

S.No	Name of the candidate	Qualification	Position
1	P. Rajasekhar	B.Pharm	Executive
2	shaik Basheer ahamad	B. Pharm	Executive
3	Dr Malepati.Anusha	Pharm.D	Executive
4	Dr javeed Patta	Pharm.D	Executive
5	Bhavya maduri	B. Pharm	Executive
6	Ratna Usha Rani	B. Pharm	Executive
7	Ayesha Zainab	B. Pharm	Executive
8	Srinivasulu A	B. Pharm	Executive
9	Chakka Ramanjaneyulu	B. Pharm	Executive
10	Rampur Basha	B. Pharm	Executive
11	Kondeti Naresh	B. Pharm	Executive
12	Kedhar reddy	B. Pharm	Executive
13	A.Lakshmi	B. Pharm	Executive
14	R.Susheela	B. Pharm	Executive
15	Dr I.Murali	Pharm.D	Executive
16	G.Kranthi Kumar	B. Pharm	Executive
17	N.Manju nath Reddy	B. Pharm	Executive

Placement file
01-06-16

Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515721, Anantapuramu (A.P.)



RAGHAVENDRA

Institute of Pharmaceutical Education & Research (RIPER)

NBA Accredited Institution (UG) & Accorded 2 (f) & 12 (B) Status by UGC
Affiliated to JNTU Anantapuramu, Anantapuram; Approved by AICTE & PCI New Delhi

Date: 31.05.16

Dr. Y. Padmanabha Reddy, M.Pharm., Ph.D.
Principal

18	C.Anitha	B. Pharm	Executive
19	M.Sravani	B. Pharm	Executive
20	G.Sravanthi	B. Pharm	Executive
21	P.Aswini	B. Pharm	Executive
22	S.Maheswari	B. Pharm	Executive
23	E.Jyothirmayi	B. Pharm	Executive
24	G.prathiba Barathi	B. Pharm	Executive
25	M.Lakshmi	B. Pharm	Executive
26	K.Sangeetha	B. Pharm	Executive
27	B.Madanmohan Reddy	B. Pharm	Executive
28	K.Geetika	B. Pharm	Executive
29	G.Harini	B.Sc Nursing	Executive
30	M.Arunamma	B. Pharm	Executive

For Placement cell

For recruiters
(copl.k)

Enclosed: copies of recruitment/ appointment letters

RIPER
Principal
Raghu Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515 721, Anantapuramu (A.P.)

Copy to,

1. The Head of the institution
2. All HODs and teaching staff
3. Student's Notice board & students affairs
4. RDT Hospital and Drug Information Centre
5. Academic cell, R&D cell, Industry-institution Interaction cell -For Kind Info



HealthCure Pharmacy Ltd

HEAD OFFICE :

P.O. Box 36490, Lusaka
Plot No. 469, Shop A, Cairo Road
Northend, Lusaka-Zambia
Phone No.: +260 211-224253
E-mail: vignesh512@hotmail.com

Dealers in: Medicines, Cosmetics, Veterinary
and all your Medical needs

BRANCH OFFICE :

• Freedomway
• Kabulonga
• Castle Shopping Centre

LETTER OF CONTRACT

9TH December 2015
Mr. BABANNA SREEDHAR NAIK,
Health care Pharmacy Ltd,
P.O.BOX -36490
Lusaka.
Zambia.

Dear Mr. BABANNA SREEDHAR NAIK,

Refer the previous contract and after expiring the same, the management has decided to retain you as a Operations Manager for M/S. Health cure pharmacy Ltd, on the following terms and conditions.

1. Period of Contract

The contract period is two years from the date of 9th December 2015 to 10th December 2017 subject to approval of work permit by the Immigration Authority of Zambia.

2. Location.

You will be based in any of our branches in Zambia and at present Lusaka.

3. Salary

You will be paid salary of K 4,000.00 (Four thousand Kwacha only)

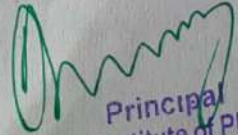
4. Leave

You will be entitled to 30days of paid leave for every completed year of service.

5. Passage

You will be provided economy class air ticket up to your home town after completion of the

1


Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515721. Anantapuramu (A.P)



FINOSO PHARMA
Private Limited

12th May, 2016

N. Vineela

S/o Nageswa Rao

Ananthapuram, A.P.

Sub: Offer Letter

Dear N. Vineela,

This letter is to confirm our offer to you of the position of **Trainee, ARD** at Finoso Pharma Private Limited, Hyderabad. This is a full-time position with the Company and you will be a regular employee. As mutually agreed, your employment will begin with the Company from **June 1st, 2016**.

The terms and conditions of your employment are as follows:

- **Base Salary:** Your annual salary will be **Rs.1,80,000 per year (Rupees One Lakh Eighty thousand only)**. This is on the basis of cost to the company and the detailed break-up is attached herewith. It is to be understood that the above salary is subject to all applicable local, state and central government taxes and may be changed from time to time, based on changes in applicable local, state and central government policies. Your salary will be reviewed once a year based on performance and as per Company's policies and guidelines.
- **Leave Policy:** You will be entitled to a total of 35 leaves per year. You may begin using any leave only after 3 months (90 days) of employment. Casual Leaves cannot be forwarded to the subsequent years and they cannot be encashed, either during or at the end of employment. Paid holidays will be declared at the beginning of the year as per applicable Company's policies and guidelines.
- **Year:** It refers to the fiscal year of the company, which runs from April 1 to March 31. Based on the date of joining, employee's time will be pro-rated for the first fiscal year and accordingly all benefits and leaves will be pro-rated for the first fiscal year.
- **Business Hours:** The normal business hours are Monday to Saturday from 9:00 am to 6:00 pm, with 30 minutes' of lunch time. These are subject to change from time to time as per company requirements.
- **Place of Employment:** You will be expected to work out of our R&D facilities at Alexandria Knowledge Park, Hyderabad, India or at R&D of Vivimed group. However, it is understood that you are required to travel up to 20% of the time for business purpose, within Hyderabad and to other cities in India or Abroad.
- **Confidentiality:** You shall not disclose any information related to the company to any third parties or outsiders, which includes but not limited to the following – company information, R&D formulae and processes, manufacturing processes, technical know-how, marketing strategies, financial position, company's goals and objectives and future plans etc. In addition, you are required to sign a separate Confidentiality and Invention Assignment Agreement with the Company at the time of joining.

For FINOSO PHARMA PRIVATE LIMITED

M. N. N. N.

Authorized Signatory

[Signature]
Principal

Rajendra Institute of Pharmaceutical
Education and Research
CHIYEDU - 515 721. Anantapuramu (A.P.)

450 Alexandria Knowledge Park, Turkapally, Hyderabad 500 078 (India)
Tel: +91 40 2348 0230, E-mail: info@finoso.com

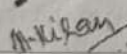


FINOSO PHARMA
Private Limited

- **Functional Responsibilities:** You are expected to take care of ARD responsibilities of the Company. You will be responsible for all the functions that are allocated to you and these are subject to change from time to time. At the time of joining, you will be given a detailed job description and you are expected to fulfil those responsibilities.
- **Travel Policy:** Your travel will be as per company's policies and procedures and they can be amended from time to time, as per the requirements.
- **Employment at Will:** Both the parties understand the employment is at will. The following conditions will apply:
 - a) The Company can terminate the employment with immediate effect and without any compensation, if the employee is found to violate any of the Company's policies and guidelines.
 - b) The Employee may terminate his employment with three (3) months' written notice to the Company Management.
 - c) The Company can terminate the employment with 1 month notice or with immediate effect and 1 month notice pay.
- **General:** The following general conditions apply:
 - a) During the employment period with the Company, you shall devote full-time and entire attention to the Company's business. You shall not be engaged in any other business during this time, directly or indirectly and with or without compensation.
 - b) You will be provided an Employee Manual at the time of joining. All company rules and regulations will be described in more detail in that handbook and you are expected to comply with all such regulations. This offer letter mentions some of those main policies only.
 - c) Any disputes arising out of this appointment will be subject to the jurisdiction of the courts of Hyderabad, India.
 - d) You are required to keep the Company informed about personal changes like marital status, birth of children, change in residential address etc.

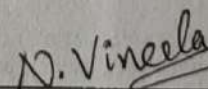
We are very pleased that you have decided to become an employee of Finoso Pharma Private Limited. You will play a key role in the development of Finoso Pharma. We look forward to a mutually rewarding relationship with you.

Sincerely,
For FINOSO PHARMA PRIVATE LIMITED



Authorized Signatory

Acknowledgement:



N. Vineela



FINOSO PHARMA
Private Limited

Salary Break-up for N. Vineela		
Item	Per Month	Per Year
Basic	₹ 6,462	₹ 77,544
HRA	₹ 2,585	₹ 31,018
Conveyance Allowance	₹ 800	₹ 7,200
Education Allowance	₹ 200	₹ 2,400
Attire Allowance	₹ 800	₹ 9,600
Prof Dev Allowance	₹ 800	₹ 9,600
Medical Allowance	₹ 800	₹ 9,600
PF(Employee)	₹ 775	₹ 9,305
Other Allowance	₹ 49	₹ 582
Total	₹ 13,071	₹ 156,849
Other Payments		
Item	Per Month	Per Year
PF	₹ 775	₹ 9,305
Vehicle Driver	₹ -	₹ -
Vehicle Maintenance	₹ -	₹ -
Vehicle Fuel	₹ -	₹ -
Telephone Bill	₹ -	₹ -
LTA	₹ -	₹ -
Total	₹ 775	₹ 9,305
Grand Total	₹ 13,846	₹ 166,154
Bonus		₹ 13,846
Total CTC		₹ 180,000

For FINOSO PHARMA PRIVATE LIMITED

M. Wilson

Authorised Signatory



MICRO LABS LIMITED

(MICRO ADVANCED RESEARCH CENTRE)

563, SINGASANDRAPOST, HOSUR ROAD, KUDLU, BANGALORE-500 068
Tel.: +91-80-25711206-8 Fax: +91-80-25751937 email: micr@microlabs.in

February 1, 2016

Mr. Dindigala Anil Kumar
B-40, Sai Nilayam, Bollaram,
Secunderabad, Hyderabad,
Telangana.

Sub: Offer of Employment

Dear Mr. Dindigala,

This has reference to your application for employment in our company and the subsequent interview you had with us. We are pleased to offer you an employment with our organization in the Formulation Development Department based at R&D Center, Kudlu, Bangalore. The post and remuneration package as mutually agreed upon shall be communicated to you on your joining with us.

Please note that this is merely an Offer Letter. The Company's standard Appointment Letter containing exhaustive terms and conditions of employment will be issued to you on your joining the company which shall be binding on you.

You are requested to join us latest by March 2nd, 2016, failing which this Offer of employment stands withdrawn. Kindly also confirm your exact Date of Joining at least 7 days prior to your joining the Organization.

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


- Joining Report
- Passport size photographs - 3 Nos
- Photocopy of your testimonials - From SSLC onwards
- Proof of Date of Birth
- Pre-employment Medical Fitness Certificate from a Registered Medical Practising Doctor
- Copy of Resignation and relieving letter from immediate previous employer
- Last Salary Slip / Salary Certificate, as applicable
- Provisional Income & Tax deducted at source Certificate from the previous employer (If applicable) along with a copy of PAN card

Kindly confirm your acceptance on the duplicate copy of this Offer Letter.

Yours cordially,
for MICRO LABS LIMITED,



Rajesh Kshirsagar
Chief Technical Officer


**Raghavendra Institute of Pharmaceutical
Education and Research**
CHIYYEDU - 515721, Anantapuramu (A.P.)



MACLEODS
PHARMACEUTICALS

Mr. CHAITANYA KUMAR ALLAGADDA

Dear Mr. CHAITANYA KUMAR ALLAGADDA

This has reference to your application and subsequent personal interview you had with us. We are pleased to offer you the post of **TRAINING IN OUR HRK DEPARTMENT** in our organization at our **R & D CENTER** on terms and conditions mutually agreed between us.

The resignation acceptance letter from your previous organization should be produced within 15 days of acceptance of offer letter or else the offer letter shall be void and nullified. You are requested to join the duties latest by **01/04/2018**.

We will raise your regular appointment letter with details on the actual date of your joining. You are requested to return the duplicate copy of this offer as a token of your acceptance and confirm the exact date of your joining our organization.

You are requested to bring with you the following documents at the time of joining your duties:

- i) Four passport size photographs
 - ii) Copies of educational/professional qualifications and experience certificates.
 - iii) Relieving letter from the present employer.
 - iv) Certificates in support of date of birth.
 - v) PAN Card & Aadhar Card Copy.
 - vi) Copy of permanent address proof.
 - vii) Medical Certificate or fitness duly signed by a qualified Doctor. (Not less than a MBBS).
- We look forward for your long & happy association with Macleods Pharmaceuticals Limited.
- With best regards,

For Macleods Pharmaceuticals Limited

Signature
Authorized Signatory

Acceptance:
I have read the above terms and conditions and I do hereby agree to the same and accept this offer. I will join on 01-MAR-2018

Signature
Mr. Chaitanya Kumar

Mr. CHAITANYA KUMAR ALLAGADDA

Macleods Pharmaceuticals
R&D Center
Aurangzeb, Ghazi Nagar
Pharmaceuticals
Aurangzeb, Ghazi Nagar
Uttar Pradesh, India

Phone: 01-22-6679 2890
Fax: 01-22-6679 6399
E-Mail: customer@macleods-pharmaceuticals.com
Website: www.macleods-pharmaceuticals.com

Principal
Rajbavendra Institute of Pharmaceutical
Education and Research
CHINYEDEU - 515721, Anantapuramu (A.P.)



FINOSO PHARMA
Private Limited

12th May, 2016

N. Gouthami

D/o Sreenivasulu,
32/16 Atmakur
Kumool, A.P,

Sub: Offer Letter

Dear N. Gouthami,

This letter is to confirm our offer to you of the position of **Trainee, ARD** at Finoso Pharma Private Limited, Hyderabad. This is a full-time position with the Company and you will be a regular employee. As mutually agreed, your employment will begin with the Company from **June 1st, 2016**.

The terms and conditions of your employment are as follows.

- **Base Salary:** Your annual salary will be **Rs.1,80,000 per year (Rupees One Lakh Eighty thousand only)**. This is on the basis of cost to the company and the detailed break-up is attached herewith. It is to be understood that the above salary is subject to all applicable local, state and central government taxes and may be changed from time to time, based on changes in applicable local, state and central government policies. Your salary will be reviewed once a year based on performance and as per Company's policies and guidelines.
- **Leave Policy:** You will be entitled to a total of 35 leaves per year. You may begin using any leave only after 3 months (90 days) of employment. Casual Leaves cannot be forwarded to the subsequent years and they cannot be encashed, either during or at the end of employment. Paid holidays will be declared at the beginning of the year as per applicable Company's policies and guidelines.
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- **Place of Employment:** You will be expected to work out of our R&D facilities at Alexandria Knowledge Park, Hyderabad, India or at R&D of Vivimed group. However, it is understood that you are required to travel up to 20% of the time for business purpose, within Hyderabad and to other cities in India or Abroad.
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For FINOSO PHARMA PRIVATE LIMITED

M. Wilson

Authorised Signatory

450 Alexandria Knowledge Park, Turkapally, Hyderabad 500 078 (India)
Tel: +91 40 2348 0230, E-mail: info@finoso.com

Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515721, Anantapuramu (A.P.)



FINOSO PHARMA
Private Limited

- **Functional Responsibilities:** You are expected to take care of **ARD** responsibilities of the Company. You will be responsible for all the functions that are allocated to you and these are subject to change from time to time. At the time of joining, you will be given a detailed job description and you are expected to fulfil those responsibilities.
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 - c) Any disputes arising out of this appointment will be subject to the jurisdiction of the courts of Hyderabad, India.
 - d) You are required to keep the Company informed about personal changes like marital status, birth of children, change in residential address etc.

We are very pleased that you have decided to become an employee of Finoso Pharma Private Limited. You will play a key role in the development of Finoso Pharma. We look forward to a mutually rewarding relationship with you.

Sincerely,

For FINOSO PHARMA PRIVATE LIMITED

M. Lakshay

Authorized Signatory

Acknowledgement

N. Gouthami

N. Gouthami



FINOSO PHARMA
Private Limited

12th May, 2016

K. Sowjanya

D/a Gopal Setty
21-52, thalik road
Ananthapuram, A.P.

Sub: Offer Letter

Dear **K. Sowjanya**,

This letter is to confirm our offer to you of the position of **Trainee, ARD** at Finoso Pharma Private Limited, Hyderabad. This is a full-time position with the Company and you will be a regular employee. As mutually agreed, your employment will begin with the Company from **June 1st, 2016**.

The terms and conditions of your employment are as follows:

- **Base Salary:** Your annual salary will be **Rs. 1,80,000 per year (Rupees One Lakh Eighty thousand only)**. This is on the basis of cost to the company and the detailed break-up is attached herewith. It is to be understood that the above salary is subject to all applicable local, state and central government taxes and may be changed from time to time, based on changes in applicable local, state and central government policies. Your salary will be reviewed once a year based on performance and as per Company's policies and guidelines.
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Handwritten notes:
13/05/16
13/05/16

For FINOSO PHARMA PRIVATE LIMITED

Authorized Signatory
Principal
Raghavendra Institute of Pharmacy
Education and Research
CHIVVEDU - 515 721, Anantapuramu

450 Alexandria Knowledge Park, Turkapally, Hyderabad 500 078 (India)
Tel: +91 40 2348 0230, E-mail: info@finoso.com



FINOSO PHARMA
Private Limited

- **Functional Responsibilities:** You are expected to take care of ARD responsibilities of the Company. You will be responsible for all the functions that are allocated to you and these are subject to change from time to time. At the time of joining, you will be given a detailed job description and you are expected to fulfil those responsibilities.
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We are very pleased that you have decided to become an employee of Finoso Pharma Private Limited. You will play a key role in the development of Finoso Pharma. We look forward to a mutually rewarding relationship with you.

Sincerely,

FOR FINOSO PHARMA PRIVATE LIMITED

M. Lakshmi
Authorized Signatory

Authorized Signatory

Acknowledgement.

K. Sowjanya

K. Sowjanya

Date: 3rd July 2015.

Ref: APL/U-XVI/HR/Offer/2015

Mr. Hemraj Sharma,
Lalmatiya-3,
Bhalubang,
Pulchowk,
Dang, Nepal.

Dear Mr. Hemraj Sharma,

Letter of Offer

With reference to your application and subsequent interview you had with us, we are pleased to advise you that you have been selected for the position of **Trainee – Quality Assurance Department** in **Unit –XVI** located at SEZ, Jedcherla, on the terms and conditions as agreed by you at the time of interview and that are mentioned in Annexure - I.

You are advised to join on or before **13th July 2015**. You are advised to report at our Corporate Office The Water Mark Building, 1st Floor, Plot No. 11, Survey no.9, Kondapur, Hitech City-500084 by 09:30 AM, to complete your joining formalities.

While joining, you are advised to submit the following for our verification and records:

- Copies of certificates (including mark sheets) along with originals, for proof of age, educational qualifications, conduct etc.
- Independent references with phone Nos-Other than relatives.
- Passport size photographs – 08 Nos, stamp size photograph-02 Nos.
- Blood grouping certificate and medical fitness certificate- Original
- Copy of PAN card.
- Two – (individual) Passport size photographs of yourself and your family members (dependents) for coverage under Mediclaim Policy

The regular appointment order will be issued at the time of your joining.

In case you do not join us by the stipulated time, this offer will be withdrawn at the sole discretion of management.

Please confirm your date of joining by e-mail e-mail Id. mitalee.kar@aurobindo.com

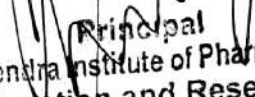
Yours faithfully,

For **AUROBINDO PHARMA LIMITED**,


K. NAGESH
GENERAL MANAGER-HR

(CIN :L24239TG1986PLC015190)

AUROBINDO PHARMA LIMITED


Principal
Bhagavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515721, Ameerpet, Hyderabad (A)

Corp off.: The Water Mark Building, Plot No.11, Survey No.9, Hi-tech City, Kondapur, Hyderabad – 500 084 T.S., INDIA Tel : +91 40 6672 5000 / 1200 Fax : +91 40 6707 4059

Regd. Off. : Plot No. 2, Maitrivihar, Ameerpet, Hyderabad - 500 038 T.S., INDIA Tel : +91 40 2373 6370 Fax : +91 40 2374 7340, Email : info@aurobindo.com

www.aurobindo.com

Date: 3rd July 2015,

Ref: APLU-XVI/HR/Offer/2015

Mr. K.Praneeth Kumar Reddy,
8/38,Sree Ramulu Peta,
Proddutur,
Kadapa (Dist.),
Andhra Pradesh - 56360.

Dear Mr. K.Praneeth Kumar Reddy,

Letter of Offer

With reference to your application and subsequent interview you had with us, we are pleased to advise you that you have been selected for the position of Trainee – Quality Assurance Department in Unit –XVI located at SEZ, Jedcherla, on the terms and conditions as agreed by you at the time of interview and that are mentioned in Annexure - I.

You are advised to join on or before 13th July 2015. You are advised to report at our Corporate Office, The Water Mark Building, 1st Floor, Plot No. 11, Survey no.9, Kondapur, Hitech City-500084 by 09:30 AM, to complete your joining formalities.

While joining, you are advised to submit the following for our verification and records:

- Copies of certificates (including mark sheets) along with originals, for proof of age, educational qualifications, conduct etc.
- Independent references with phone Nos-Other than relatives.
- Passport size photographs – 08 Nos, stamp size photograph-02 Nos.
- Blood grouping certificate and medical fitness certificate- Original
- Copy of PAN card.
- Two – (individual) Passport size photographs of yourself and your family members (dependents) for coverage under Mediclaim Policy

The regular appointment order will be issued at the time of your joining.

In case you do not join us by the stipulated time, this offer will be withdrawn at the sole discretion of management.

Please confirm your date of joining by e-mail. e-mail Id: mitalee.kar@aurobindo.com

Yours faithfully,

For AUROBINDO PHARMA LIMITED,

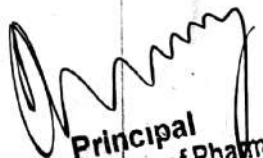

K.NAGESH
GENERAL MANAGER-HR
Vank

AUROBINDO PHARMA LIMITED

(CIN :L24239TG1986PLC015190)

Corp off.: The Water Mark Building, Plot No.11, Survey No.9, Hi-tech City, Kondapur, Hyderabad – 500 084 T.S., INDIA Tel: +91 40 6672 5000 / 1200 Fax: +91 40 6707 4059
Regd. Off.: Plot No. 2, Mairivihar, Ameerpet, Hyderabad - 500 038 T.S., INDIA Tel: +91 40 2373 6370 Fax: +91 40 2374 7340, Email: info@aurobindo.com

www.aurobindo.com


Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515 721, Anantapuramu
PAN No. AABCA7366H 1.F

1. You will be under training for a period of 1(one) year from date of your joining. You will be paid stipend of Rs. 13,570.00/- pm (Rupees Thirteen Thousand Five Hundred And Seventy only) per month. As a trainee you will not be entitled to any other benefits or privileges available to the other employees.
2. Be it clearly understood and agreed that as a trainee or as a probationer, you will not have any lien or right on the regular job either during the initial or the extended period of training or probation.
3. If your progress and performance are not satisfactory, your training or probationary period shall be extended or even dispensed away with during the initial or at the extended period of training or probation, purely at the discretion of the management.
4. It is agreed and promised by you that, you shall continue with us for a period of not less than three years as mentioned under which you will be placed as a trainee, as a probationer and after confirmation as regular employee.
5. After confirmation, your services shall be terminable with one-month notice on either side.
6. Your appointment is further subject to verification of the particulars given by you on your application form and other documents submitted by you. In case any particulars mentioned by you and/or other documents, which you have submitted at the time of interview or joining or thereafter are found to be false or incorrect, your training / probation / confirmation shall be terminated immediately without any notice.
7. This appointment will be subject to your being found medically, physically and mentally fit.
8. You shall discharge such duties as may be entrusted to you from time to time by the Management.
9. You shall follow the rules and regulations as well as standing orders that may be framed by the Management from time to time. You are subject to the conduct rules and discipline of the company.
10. The management expects you to work in the section in which you are placed with a high standard of discipline, initiative, efficiency and economy.
11. You must continue with us for a minimum guaranteed period of three [3] years. In case you fail to continue with us, you shall compensate the company as mentioned below:
 - a. If you fail to complete the first two years you shall pay a sum of Rs. 1, 00,000/- and all the amounts received by you till that date.
 - b. If you fail to serve the employer in the third year you shall pay Rs. 70, 000/- plus all the amounts received by you and if the remaining period is less than six month, you shall pay a sum of Rs. 50, 000/- plus all the amounts received by you till that date from the employer.
12. You shall produce two sureties for the above said minimum guaranteed period of three (3) years with an absolute and unrestricted right to recover the compensation as per clause no.13 in case you fail to clear the same.
13. You will devote your whole time to the business of the organization and will not undertake any other direct/indirect business or work, honorary or remuneratory, except with written permission of the management.
14. You will not give to anyone, by work or mouth or otherwise, particulars or details of your manufacturing processes, technical know-how, or of security arrangements, or of administrative

14. You will not give to anyone, by work or mouth or otherwise, particulars or details of your manufacturing processes, technical know-how, or of security arrangements, or of administrative and or organizational matters, whether of confidential or secret nature that may become known to you for being associated with our company.
15. The Company reserves the right to transfer you at any other place in this organization or any other or allied concern, within the territory of India in your capacity for which you may be found fit and suitable without reducing your existing benefit.
16. Your retirement age will be 58 years as per the policy of the organization.
17. Notwithstanding any of the clauses of this letter of appointment, the management reserves the right of terminating your appointment without assigning any reason and without notice during your training period and one month notice or pay in lieu of notice period thereafter.
18. "Current Good Manufacturing Practices (CGMPs) are regulations (laws), established by respective countries and are being monitored by their agencies, which are similar and applicable across the world. Hence, it is a mandatory responsibility of all the pharmaceutical manufacturers to establish these principles into their routine operations and ensure that a drug is Safe, correctly identified, of right Strength, has the Purity and has the overall Quality it claims. The CGMPs exist to protect patients from dangerous, adulterated and counterfeit drugs. It is important to note that, the product that has not been manufactured according to CGMPs is considered as Adulterated Drug, even it meets all specifications. Failing to comply with CGMPs has severe implications on the organization with respect to legal compliance, customer/ partner relations, stock holdings, reputation in the global market and in fact its existence in the market.
 - a. Non-compliance of CGMP procedures/ practices knowingly shall be considered as betrayal and breach of integrity.
 - b. "Any individual fails to comply with this commitment shall be liable to a very severe disciplinary action from organization including termination of service, based on the facts and circumstances of the case.
 - c. This clause is applicable to the employees operating in CGMP areas.
19. Any absence from the duty without prior written sanction and/or permission from the respective reporting superior appointed by the organization shall be considered as unauthorized absence and attracts appropriate disciplinary action.
20. Any Unauthorized absence for more than 10 consecutive working days shall be construed that you voluntarily abandoned your services and your name from the company muster rolls shall be deleted putting an end to the employee and employer relationship without prejudice to the right of the organization to initiate any disciplinary action.
21. Contact information: You will keep the company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during the period of your employment in writing. Any communication sent to the last informed address is deemed as served.
22. Jurisdiction: The appropriate Courts situated in Hyd/ Ranga Reddy / Medak District, Andhra Pradesh shall alone have exclusive jurisdiction to try any disputes arising out of this contract of employment.
23. Background Verification: Acceptance of this offer also confirms your consent to Aurobindo to carry out necessary background checks on Education, Previous Employment and felony records.

24. The company reserves the right to recover the total cost of the relocation expenses including Notice Pay reimbursement in the Full and Final Settlement, if any employee fails to serve the company minimum for two years from the date of joining.

You are required to return the copy of this letter of offer along with Annexure – I duly signed by you as a token of your acceptance of all the terms and conditions.

Wishing you a happy and rewarding career with us.

For AUROBINDO PHARMA LIMITED



K.NAGESH
GENERAL MANAGER-HR

Vandana

DECLARATION BY THE EMPLOYEE

I have read and understood all the terms and conditions mentioned in the Offer Letter and Annexure – I. I hereby accept the offer and all the terms and conditions stated above.

Date:

Signature:

PRIVATE & CONFIDENTIAL

Date: 22nd July, 2015

Ms. G. Praveena
5-46, Thippepalli (V),
Subbaraopeta (P),
Dharmavaram (M),
Anantapur (Dt),
Andhra Pradesh – 515671

Dear Praveena,

Sub: Offer/ Appointment Letter

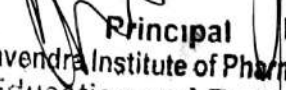
In continuation to your interview & discussion with us, we are pleased to offer you the position of Research Assistant in Analytical Operations Department for Apotex Research Private Limited (ARPL).

You will be reporting to Deputy General Manager – Analytical Operations, or to such other person(s) as may be notified to you, from time to time by the Company.

Your appointment will be on the following terms:

1. EMPLOYMENT

- a. Your employment with the Company would be effective from **31st August, 2015**; however an earlier start date is both acceptable and welcome. You will report to the Human Resource department at the Company's office, located at Plot 1 & 2, Bommasandra Industrial Area, 4th Phase, Jigani Link Road, Bangalore - 560099
- b. Although your place of work at present is Bangalore, the Company reserves the right to transfer you to locations within and outside India to work at its client or affiliate locations and you agree to relocate/transfer to any place within or outside India, if the Company so directs based on the exigencies of work.
- c. Your principal duties and responsibilities shall be as assigned by the Company from time to time.
- d. Should you fail to join the Company on or before 31st August, 2015 the offer shall deem to have expired.
- e. You will be governed during your employment by the rules and policies of the Company as applicable and which may be altered from time to time in the Company's sole discretion.
- f. You shall inform the HR department about any change in the residential address (both permanent and present) in writing, within one (1) week, from the date of such change. All


Principal Page 1 of 9
Raghavendra Institute of Pharmaceutical
Education and Research

APOTEX RESEARCH PRIVATE LIMITED 515721, Anantapuramu (A.P.)

Plot 1 & 2, Bommasandra Indl. Area, 4th Phase, Jigani Link Road, Bangalore 560 099.

CIN: U73100KA2003PTC032103, Phone : +91 80 22891014 / 39941014, Fax: +91 80 27839996, www.apotex.com



DR. REDDY'S

The Reddy's Laboratories Ltd.

200 AIT Road, 5th Floor, 1000
Hyderabad - 500034, India
India

125, 126/1, 127, 128/1, 129/1

Tel: +91 40 6764 2000

Fax: +91 40 6764 2001

E-mail: hr@drreddys.com

www.drreddys.com

HR/2015/21283

13/07/2015

Chennarayana Chakrabarti
Chennarayana College
Chennarayana Mandal,
Achalapuram,
Anantapur District,
India

Dear Mr. Chakrabarti,

Subject: Offer of Appointment letter for the post of Associate.

On behalf of the management of Dr. Reddy's Laboratories Limited, I take great pleasure in offering you appointment as Associate in the role Lead RDB.

The terms and conditions of the employment are as per Annexure - I.

Your fixed Total Cost to Company (TCC), including all benefits, will be INR 225000.00 (Two lakhs twenty five thousand only) per annum. The variable break up of the TCC is as per Annexure-II. In addition you shall be eligible for a target performance bonus of 10% of your fixed TCC. The exact payout will depend on the performance of the organization, respective business unit and yourself, which could be higher or lower.

This offer is subject to your medical fitness and on our understanding that all the details given in your job application form are correct and complete in all respects.

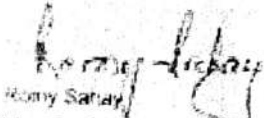
Please return one duly signed copy of this offer to us at the above mentioned address as a token of your acceptance. Your tentative joining date will be July 20, 2015. In case you do not join the organization on or before the above date this offer shall stand cancelled.

We welcome you to Dr. Reddy's and look forward to your significant personal and professional growth during your association with us.

With best wishes,

Yours faithfully,

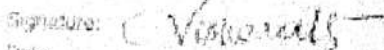
For Dr. Reddy's Laboratories Ltd.


Romy Satish
Vice President - HR


ACCEPTANCE

I have read and understood the terms and conditions mentioned above and those in Annexure I and II. I also agree that the TCC and related components are confidential between the organization and myself. I undertake that there would be no breach of this confidentiality agreement. I hereby accept the employment on the said terms and conditions.

I will be joining the organization on or before 13/07/2015

Signature: 

Date: 13/07/2015


Principal
Ragunendra Institute of Pharmaceutical
Education and Research
GHYYEDU - 515721, Anantapuramu (A.P.)



SLS / PER / 2015 – 16

06th July 2015

Ms. G Gnana Prasuna,
G Subbarayudu, Kollavaripalli(vill),
Rajampeta (M), Kadapa (DT).
Mobile: +919177070991
E-mail: ggprasuna@rediffmail.com

Letter of Appointment

We have pleasure in appointing you as "Officer – QC" in our organization on the following terms and conditions:

Date of Appointment: Your appointment is effective from 06th July 2015

Reporting To : Department Head

Location : M/s. Stabicon Life Sciences Pvt. Ltd.,
Plot No. 28, Bommasandra Industrial Area (Sub-layout),
4th Phase, Jigani Hobli, Anekal Taluk,
Bangalore – 560 100, Karnataka, India


but could be at client's work place in India/abroad.

Probationary Period

You will be on probation for a period of **Twelve Months** from the date of joining. The period of your probation may be extended at the discretion of the Company. On completion of the probation, you may be confirmed in permanent employment, in writing, if your performance is found satisfactory. During the probation period the Company may terminate the same without assigning any reason and without notice or any compensation in lieu thereof. So in case you desire to discontinue the probation, you may relieve on receipt of a written request to the effect.

Increment

First increment will be due on 06th July 2016. The increment would be evaluated based on your performance, responsibility and initiations. When you feel that a review is needed, you may raise a written request to your Department Head. The Company either accepts & pays the revised emoluments asked for or alternatively discuss with you for fresh terms for continuance for the employment in keeping with your performance and responsible.


Principal
Raghavendra Institute of Pharmaceutical
Education and Research
GHYVEDU - 515 721, Anantapuramu (A.P.)

PRIVATE & CONFIDENTIAL

Date: 08 September, 2015

Mr. P Harsha Teja

D. No. 15/548-8-3, Nithya Nilayam,
G K Street,
Tadipatri

Dear Harsha Teja,

Sub: Offer/ Appointment Letter


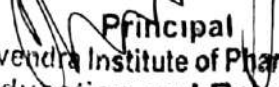
In continuation to your interview & discussion with us, we are pleased to offer you the position of **Assistant Analyst in Product Evaluation and Analytical Support** Department for Apotex Research Private Limited (ARPL).

You will be reporting to **Group Leader – Product Evaluation and Analytical Support** or to such other person(s) as may be notified to you, from time to time by the Company.

Your appointment will be on the following terms:

1. EMPLOYMENT

- a. Your employment with the Company would be effective from **9th November 2015**; however an earlier start date is both acceptable and welcome. You will report to the Human Resource department at the Company's office, located at Plot 1 & 2, Bommasandra Industrial Area, 4th Phase, Jigani Link Road, Bangalore - 560099.
- b. Although your place of work at present is Bangalore, the Company reserves the right to transfer you to locations within and outside India to work at its client or affiliate locations and you agree to relocate/transfer to any place within or outside India, if the Company so directs based on the exigencies of work.
- c. Your principal duties and responsibilities shall be as assigned by the Company from time to time.
- d. Should you fail to join the Company on or before 16th November 2015, the offer shall deem to have expired.
- e. You will be governed during your employment by the rules and policies of the Company as applicable and which may be altered from time to time in the Company's sole discretion.



Principal
Raghavendra Institute of Pharmaceutical
Education and Research

APOTEX RESEARCH PRIVATE LIMITED CHAYEDU - 515721, Anantapuramu (A.P.)

Plot 1 & 2, Bommasandra Indl. Area, 4th Phase, Jigani Link Road, Bangalore 560 099.
CIN: U73100KA2003PTC032103, Phone : +91 80 22891014 / 39941014, Fax : +91 80 39941399, www.apotex.com



FINOSO PHARMA
Private Limited

11th August, 2015

Saraswathi. S

3-245, SC Colony, Kandukur,
Anantapur, A.P-515721

Sub: Offer Letter

Dear **Saraswathi,**

This letter is to confirm our offer to you of the position of **Trainee, Analytical R&D** at Finoso Pharma Private Limited, Hyderabad. This is a full-time position with the Company and you will be a regular employee. As mutually agreed, your employment will begin with the Company from **August 17th, 2015.**

The terms and conditions of your employment are as follows:

- **Base Salary:** Your annual salary will be **Rs. 1, 68,000 per year (Rupees One Lakh Sixty eight Thousand only)**. This is on the basis of cost to the company and the detailed break-up is attached herewith. It is to be understood that the above salary is subject to all applicable local, state and central government taxes and may be changed from time to time; based on changes in applicable local, state and central government policies. Your salary will be reviewed once a year based on performance and as per Company's policies and guidelines.
- **Leave Policy:** You will be entitled to a total of 30 leaves per year. You may begin using any leave only after 3 months (90 days) of employment. Leaves cannot be forwarded to the subsequent years and they cannot be encashed, either during or at the end of employment. Paid holidays will be declared at the beginning of the year as per applicable Company's policies and guidelines.
- **Year:** It refers to the fiscal year of the company, which runs from April 1 to March 31. Based on the date of joining, employee's time will be pro-rated for the first fiscal year and accordingly all benefits and leaves will be pro-rated for the first fiscal year.
- **Business Hours:** The normal business hours are Monday to Friday from 9:00 am to 6:00 pm, with 30 minutes' of lunch time. These are subject to change from time to time as per company requirements.
- **Place of Employment:** You will be expected to work out of our R&D facilities at Alexandria Knowledge Park, Hyderabad, India or at R&D of Vivimed group. However, it is understood that you are required to travel up to 20% of the time for business purpose, within Hyderabad and to other cities in India or Abroad.
- **Confidentiality:** You shall not disclose any information related to the company to any third parties or outsiders, which includes but not limited to the following – company information, R&D formulae and processes; manufacturing processes, technical know-how, marketing strategies, financial position, company's goals and objectives and future plans etc. In addition, you are required to sign a separate Confidentiality and Invention Assignment Agreement with the Company at the time of joining.

Sagavendra
Principal
Sagavendra Institute of Pharmaceutical
Education and Research
CHIVYEDU - 515 721, Anantapuramu (A.P.)

450 Alexandria Knowledge Park, Turkapally, Hyderabad 500 078 (India)
Tel: +91 40 2348 0230, E-mail: info@finoso.com

Research & Development Center
Plot No: DS1, IKP Knowledge Park, Genome Valley,
Turkapally, Shameerpet, Hyderabad - 500078, India.
+91 40 2348 0480 T +91 40 2348 0481



LAURUS Labs

Knowledge . Innovation . Excellence

Ref:LL/HR/APP/JUL2015/4004

20th JUL, 2015

Ms. Nandini N
D/o Mr. Natrayan N
IV-B-400-12-6-5
Paranagar, Opp: MSR Theatre, Maanapalli
Chittoor District 517325.

Dear Ms. Nandini,
Emp.No.4004

Sub: Letter of Appointment

With reference to your application and subsequent discussions, we are pleased to appoint you as **Trainee** in **AD-Formulations** Department effective from **20.07.2015** on the below terms and conditions. Your remuneration and other perquisites will be as per the attached Annexure:

1. Training :

- 1.1. You shall be under Training for a period of one year, from the date of your appointment.
- 1.2. During the above period, you shall undergo intensive Training in the organisation.
- 1.3. You shall be required to strictly adhere to the Training schedule during Training.
- 1.4. Your performance during the Training will be monitored continuously. At the end of Training, based on suitable vacancies and your performance shall be assessed by a panel of senior executives of the Company for appointment as employee in the appropriate grade.
- 1.5. You will be issued letter of confirmation after successful completion of training period, unless which you will continue to be a trainee only.
- 1.6. The management reserves the right to extend your period of training.

2. **Place of Work:** Your initial place of posting will be at our **R & D Center, IKP, Turakapally, Hyderabad**. However, based on the training needs, you may be posted at any work location which is presently in existence or likely to be created in the future.

3. **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.

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

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information or our manufacturing process, technical know-how, financial position, marketing strategies, future plans, topography of the Units or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

6. **Retirement:** Upon attaining fifty eight (58) years of age as per the Company records, you shall be retiring from the services of the Company.

Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515 721, Anantapuramu (A.P.)



June 4, 2015

Gowthami B
Plot no. 203&204, Ganga bhavani plant, Near T.V Tower,
Ananthapur, Andhra Pradesh 515001

Dear Ms Gowthami B,

We refer to the meeting you had with us and are pleased to offer you a position in our organization. At Quintiles, we commit to empowering you to determine your own career path and to connecting you to great opportunity.

Your designation will be Clinical Process Trainee. You will be based in Quintiles Bangalore.

Included is information about our offer of employment for your review. Also, attached is the Background Verification form, you are requested to complete the same and send back as an e-copy or through post to your Quintiles recruiter. Your acceptance of this offer is acknowledged by logging into our Online Onboarding Portal and providing your electronic signature within the portal, an invitation of which will be sent to you via a separate email. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding tasks will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully as some may require printing and returning via email / post. Failure to complete the tasks may affect the downstream activities of your onboarding process. If you have any questions regarding the new hire documentation, please call the concerned Quintiles recruiter.

Please note that this letter of offer is subject to the outcome of the background check on your candidature.

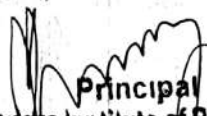
Further to that at any point of time that we find you have given in the job application form, resume, and any other additional information that you have or may submit to the company as part of the recruitment process are true and accurate. In the event that any such information is found to be false or misrepresented at any time, the company reserves the right to revoke this offer of employment and terminate the appointment with immediate effect.

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

Sincerely,

Swetha Rani
For Quintiles Research(India) Pvt Ltd

Approximate date of joining the Company: June 15, 2015


Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515 721, Anantapuramu (A.P.)