

 ATMIYA UNIVERSITY	NAAC – Cycle – 1 AISHE: U-0967	
	Criterion- 3	R,I & E
	KI 3.3	M 3.3.1

3.3.1	Institution has created an ecosystem for innovations, Indian Knowledge System (IKS) including awareness about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of technology/knowledge and the outcomes of the same are evident
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Student Placement in Leading R & D Organizations




 Atmiya University, Rajkot-Gujarat-India
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**ATMIYA
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AISHE: U-0967

Criterion- 3

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M 3.3.1

A. Y. 2023-2024

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10th May 2024

Dear Mr. Vatsalkumar Rameshbhai Bhut,

We are very pleased to extend you an offer to join K. M. Pharma Solution. In our reference with your interview, we were satisfied by your chemistry knowledge, learning attitude, and above all we believe that we would enjoy working with you.

We believe that we can offer you a unique experience. In working with our company, you will have a vital part in a young and dynamic organisation. You will be working with highly qualified and experienced colleagues, as well as giving you a chance to enhance your skill base.

FROM THE START DATE

KMPS is delighted to offer you the grade of **Trainee Scientist (Executive Trainee)-R&D.**

Your CTC (cost to company) pay will be **Gross INR 2.154 Lakhs. (It includes all allowances). For more details, please refer the attached salary Break-up.**

After completion of Training and probation (1 year), your Package will be Revised based on the Learning, working attitude and performance.

There will be a six-month Training period and six-month Probation period from the date of Joining. After completion of Training and Probation, you will be the regular Employee of the Company and your minimum stay period will be 2 years to get the eligibility for Bonus, experience and reliving letter. If you leave the company before 2 years the company will not give the Bonus, experience as well as reliving letter. Notice period will be 2 months from the date of resignation letter.

The payroll will be revised based on performance of the employee throughout the year. **(Year cycle is 1st Apr to 31st Mar)**

Annual bonus will be given in the month of Diwali.

The Partners reserve the right to change the bonus policy from year to year based upon the outcomes and the requirements of the business. A bonus policy which is applied in one year may not be repeated in a future year.

You will be issued an “Appointment Letter & Employment Agreement Contract” giving terms & conditions of your employment after the final photo copy of certificate are been submitted. The same shall be binding upon you.

You are requested to produce following documents at the time of reporting for your duties.

- Two passport size photographs.
- Copies of certificates with respect to your educational qualifications.
- Copy of certificate in proof of your age / date of birth. (PAN Card)

This package, we believe, reflects our confidence in you as an individual and recognises your contribution to the growth and success of the company. As discussed, we very much look forward to start working with on 1st Jun 2024. If you have any questions please do not hesitate to contact me. Please send us the confirmation of the offer letter.

Regards



Dr. Kalpesh Menpara
Partner,
K. M. Pharma Solution

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Certificate No. 16909
AN ISO 9001, ISO 14001, ISO 45001
Certified Company

CIN: L24100GJ2015PLC081941



DHARMAJ[®]
CROP GUARD LIMITED

Limitless
GROWTH

Mr. Darshit Bambhroliya
Ankolvadi-gir taluka: talala,
Dis. Gir-somnath.

Date: 5th April, 2024

Sub: Offer Letter for the Position of Trainee – R & D Department

Dear Mr. Darshit Bambhroliya,

This is with reference to your personal interview with us, we would like to offer you a career with **Dharmaj Crop Guard Limited** and pleasure to offer the position of **Trainee – R & D Department** based at **Factory, Kerala GIDC, Bavla, Gujarat.**

Your Expected Date of Joining is – **On or before Saturday, 1st June, 2024.**

You are required to furnish all the necessary Documents in original and one set of Duplicate copy as mentioned below on your Joining.

Documents Required-

1. Photo copies of all your Educational & other Professional Qualifications
2. Age Proof (Birth Certificate / School Leaving Certificate)
3. Address Proof(Driving License, Voter ID Card, Aadhaar Card, Pass Port)
4. PAN Card
5. Experience Letter / Relieving Letter/ Acknowledged Copy of Resignation letter from the last employer.
6. Five passport size photographs
7. Bank Proof

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

You Have to share with us your resignation mail within two days of receipt of this letter else this offer stands cancelled. Your reference check shall be done any time after your appointment during your probation period with your previous employer, we can terminate your employment with us if any facts and figures sufficed by you is found inappropriate.

We feel happy to welcoming you in our team and looking forward to a long & fruitful association.

Thanking you,

Yours Faithfully
For, Dharmaj Crop Guard Limited

Rajesh Mudaliar
(GM-HR & Admin)

Regd. Office/ Factory Unit-I : Plot No. 408 to 411, Kerala GIDC Estate, Off NH-8, At : Kerala, Ta.: Bavla, Dist.: Ahmedabad- 382220, Gujarat, India. Tel.: 02714-268000

Factory Unit-II : Plot No. DP-154, GIDC-Chemical Zone, Saykha-II, Ta.- Vagra, Dist.- Bharuch – 392140, Gujarat, India.

Corporate Office: Office No. 901 to 903 & 911, B Square 2, Iscon Ambli Road, Ahmedabad- 380058, Gujarat, India. Tel.: 079-29603735 • 02717438189

Email: info@dharmajcrop.com • Web: www.dharmajcrop.com

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OFFER LETTER

17th April '24

Dear **Shyamkumar Ladani**,

A. Firstly, a personal welcome

We are delighted to offer you the opportunity to join us on this adventure @o2h Group. We were impressed with your track record, enthusiasm, authenticity, and energy, and we look forward to working with you to drive forward our o2h vision of seeding new ideas. We are pleased to offer you the position of **Research Associate – Trainee** which will be in FY 24-25 also contributing to the performance of your team we will also welcome your contribution to the on-going evolution of our culture.

B. Outlook

We @o2h have dreams and a passion of seeding new ideas in life science and tech. The twin mission of having an ‘in-our bones’ desire to ideate, fund, incubate and execute on the ideas of tomorrow that impact human and planetary health, gives our work clear direction, purpose and meaning. The passion, skill and quiet hard work of the team is absolutely inspiring. It’s not hard to see all corners of the team continuing to give everything they can.

We have to have the desire to be the best in the world in each of our core segments of discovery, technology, ventures and incubation to ensure our independent survival. We are continuing to learn how to symbiotically combine/integrate the platform foundational capabilities across an east-west model that support all our business units in order to carve out a truly unique position in the market that others will find hard to copy.

So much of what we want to create and deliver upon is grounded upon a culture which shapes our organisational reflexes and is founded on simple human values such as passing credit to others, listening and operating with empathy, decentralisation, admitting mistakes, and leaving our ego at the door. As our numbers cross 700 it’s imperative that a decentralised lightning speed zig zag model of ideas, insights and decisions cuts its way through the organisation to reach the front line as quickly as possible. An emphasis towards signalling a direction with a detailed masterplan, decentralisation and peer review.

On a world level, although the pandemic related turbulence is now firmly behind us it has been replaced with a wave of geopolitical shocks. Rising interest rates to combat inflation have had an impact on risk funding into biotechs on which we depend on for custom. The number of biotechs going bust was at a high level throughout most of last year but the good news is this is slowing down and a more stable environment for biotech investment is expected. We are seeing the seeds of recovery in the biotech funding market allied to recovery in the NASDAQ biotech index.

The key recent change is however the response of Congress in the USA citing security concerns regarding the activities of Wuxi. The USA biopharma is a major user of Wuxi services and they are a phenomenal competitor however we can see that biotechs and big pharma are keen to ensure a more diversified approach between India and China in what is more often called the China+1 strategy. It is however notable that some companies are exiting China altogether and we should see an upswing in activity into Q1 if we are quick enough to capture the opportunities and we are in the right place at the right time. The BD field force is expanding as are the BD operations and marketing functions. Many of our senior managers will be expected to tilt and pivot towards being in the field more in order to drive shape and drive new business opportunities, building face to face relationships are truly important in our business.

We shall need to continue to remain very watchful on market conditions and fast track our diversification efforts so that we can hunt for new risk mitigating and higher margin revenue streams. However, as ever, we should not forget that new opportunities and new horizons can emerge from these disruptions that we should be alive to. A key focus will be in widening entry points for Integrated Drug Discovery, demonstrating our technical thought leadership with poster presentations on novel assays backed up by in-house reference studies and quickly building exposure in new modalities such as the fast growing ADC market. HTS and compound management capabilities will be a continuing area of focus.

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We have intensified our investment in capital expenditure particularly in new lab capacity and our people which will in turn require a rapid transition to revenues against targets and the parallel control of our costs. The FACS, Flipper and SPR showcases how much better equipped we are in biology as compared to the previous year. We continue to significantly strengthen our senior team with exciting new hires from the market including the development of a BD team in the USA and India. We continue to trust young fresh talent and it has been really pleasing to see the emergence of many young talents across the group, and develop them in our culture with a streamlined OCA targets and TNI training model. The retention rate was very high last year and we have had feedback and recognition that o2h does things a little differently when it comes to the development of its people.

Our flagship seed stage knowledge-based EIS and SEIS funds operating under the umbrella of o2h ventures have made several investments during the year in companies and many of the existing portfolio companies have closed important funding rounds in difficult market conditions. The performance and reputation of the portfolio has continued to drive interest in the funds despite highly challenging market conditions. The recent chaitime pitch sessions were well received and showcased the strength of the portfolio. We are now seeking investment for a USD 100m to support larger scale investments into Series A and explore ideas on how to expand our footprint to be able to invest in the hotbed of innovation in the US. Although this will take time to come together the intention and process is now firmly underway. We continue to look for opportunities where AI meets life science as well as early-stage novel biology platforms leading to exciting new small molecule and cellbased therapeutics including frontier areas such as gene editing and RNA biology. There is now increasing focus on preferring companies that can show a clear commercialisation strategy.

o2h discovery continues to drive forward and we were the winner of the best CRO in the OBN awards. We have also bettered the high bar in terms of the quality of customer feedback received. There was a drop in revenue last year for the first time in our history and although the market conditions were particularly tough, and it was also noted to be tough for our key competitors, however we should have a mindset of beating the market and not merely following it. At the discovery workshop in March a number of themes were highlighted on how we can unblock a path to faster growth and there are a number of lessons we must quickly learn. A key milestone was the addition of several more chemistry labs in the Shirish Research Campus and we were very pleased to launch the first biology lab there and we expect to see the scale-up lab come to life in the next few weeks. We have purchased a 3rd NMR, have some of the robotics in working order and continue to build upon peptide synthesis, ADC, and Impurity synthesis capabilities.

We are now just in the third year of our Cambridge based biology labs creating whole new avenues of opportunity integrating east-west biology capability as well as opening up integrated drug discovery opportunities. We have submitted our first grant application and are working on collaborative research projects in Ribotacs. We have also made progress in terms of diversifying our capabilities to include LNPs, a PROTACs toolbox, as well continuing to push forward on fragment-based drug discovery, APIs and begin execution in our non-GMP scale-up facilities. The kickstarter campaign has played an important role in highlighting our positioning as being the partner of choice for seeding new ideas and we successfully launched this program in Italy, Australia and the USA. We shall accelerate the development of a world-wide business development team to deepen our penetration in the some of the established and unexplored discovery markets to help drive the utilisation of the new capacity we have created. It was notable that we have made excellent progress in terms of gaining an important foothold in the Australian market.

Last year o2h tech has made breakthrough progress, just two years after pivoting from visibly (a product company) to a services company and there was a significant increase in revenues and performance last year. This very young team is moving forward with fresh purpose, energy and vigour and getting results. The Gen-AI projects are helping us reshape our image of ourselves and we are well positioned to catch a fresh wave of new projects and interesting opportunities. The ELN and inventory module is now in UAT opening up new digitisation angles for o2h discovery. Other product ideas being explored for viability are the Cambridge Stock Exchange project.

o2h co-work labs was launched just three years ago and we are creating our own buzzing community of innovators. We launched the world's first influencer biotech bootcamp which was followed by the tech biotech bootcamp, techbio meetups, lunches with other incubators (AIM squad), biotech bikers and the inaugural feel-the buzz Cambridge Wide Open Day. The events help us to give back and contribute to the community, but it also generates goodwill and facetime contact opportunities with potentially new ideas, collaborators, customers and investors. The Mill SciTech Park will also

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strengthen the bonds between our team in the UK and India ensuring a more vibrant two-way flow of people, skills and experiences across our two energy epicentres.

We have visualised a home for o2h in the form of two iconic state-of-the-art research parks bridging India and the UK, and creating one of the most exciting innovation cultures and communities from around the world. With that in mind, we were delighted to continue the development of the Shirish Research Campus and we were also able to prepare an outline of our designs and plans for Hauxton Meadows. We also have reached a breakthrough in the forward path for the renovation of Mill site with support from the council for an enabling development proposal which has taken almost 5 years to secure their agreement on. We also hope to take further steps to create a more robust bridge to the USA and flesh out plans for a small discovery/incubator in the USA over the next 1-3 years.

The reason for staying independent is that we are deeply motivated to build a distinctive business in terms of what we do, how we do it and the impact that we want to have. If we were the same as everyone else and did not believe in what we were doing then there would not be much point to o2h. All of what we endeavour to do comes from our culture and is the true IP and differentiator of o2h. We were able to recently bring the o2h teams together at the collaborative innovation conference, and the team day. We continue to plant trees as a community activity and this year we will hit our target to have planted 100,000 trees as a key plank of our CSR strategy. We are grateful to our current team for all you do. We are also thankful to our alumni who have done so much to help us build o2h and writing these notes it's always a time to remember those colleagues who are no longer with us. We hope to keep adding to what we are doing and stay as curious, as hungry and as passionate as ever to see what an adventurous approach to the collaboration and cross-fertilisation of ideas and skills will lead us to in terms of new innovations.

- Prashant Shah

C. Salary

The conventional package shall be made up of 2 components, C1. Cost to company and C2. Performance bonus. The annual performance cycle runs from Apr to Mar and your salary will next be evaluated in March 2025.

C1. Cost to Company

The package could total (C1.) INR 2.75 Lakhs (CTC) + (C2.) INR 0.25 Lakhs (PB, subject to performance) = **INR 3.00 Lakhs.**

The performance bonus element shall make up 8.33% of the salary and is paid at the financial year end. o2h Group consists of multiple business units meaning that employees get to choose from different slabs that offers savings in tax.

Salary components	Monthly (INR)	Yearly (INR)
Basic Salary	11,459	1,37,505
Other Allowances	11,459	1,37,505
PB (C2.*)		24,990
CTC	22,918	3,00,000
PF Employer	1375	16,500
PF Employee	1375	16,500
P.Tax	200	2,400
Net salary/On hand salary	19,968	

C2. Performance Bonus (PB)

The performance bonus element shall make up 8.33% of the salary which is subject to performance is payable at the end of the financial year in March on a pro-rata basis. An overall, 'Excel', 'Above Expectation', or 'Succeeds' performance rating will result in the performance bonus being paid in full. An overall 'Needs Improvement' or 'Needs Significant Improvement' means that the bonus will be discretionary and may not be paid in full, and in such a case the performance bonus will be payable according to an assessment of the Directors in consultation with the team and other parties and collaborators with whom you have worked with. No other bonus at Diwali time will be payable.

D. Training, Targets & Career Development

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D1. Training & Career Matrix

Enshrined in our values are the speed of learning at all levels of the organisation to help us compete in the market. We will prepare an OTNI (Open Training Needs Identified) schedule within the first three months of the financial year or a 24 week training plan if you are a new joiner within the first month of your joining to help your on-going development needs including the need to adapt to our industry. All team members are required to complete a minimum of 10 training activities during a financial year and it shall be open to colleagues in the cloud to suggest trainings for you. We will also provide you with a career matrix which will map your skill development during the forward journey of your time in o2h.

D2. OCA

We have a target based system across a range of measures which will assist in defining your contribution areas in o2h group (OCA), similar to the key result areas (KRA) you may have seen elsewhere. The targets will be agreed within the first three months of the financial year or the first month if you are a new joiner. The OCA targets and the weighting shall be mutually agreed and the score shall be out of 100. You will first have an opportunity to score yourself against the targets which shall be followed by an objective assessment provided by the primary reviewer, which is peer reviewed. We will carry out a review process towards the end of the financial year including a 1-2-1 discussion with your review team. Any suggestions or areas for your development highlighted in your OCA or review or from other sources may be included in your TNI.

E. Benefits & Working Conditions

E1. Group Health Insurance

We have made provisions for you to be covered under the benefit of o2h’s GHI (Group Health Insurance) policy with sum insured amount of **INR 4 Lakhs for self, spouse and 2 children which is over and above your CTC**. If you wish to enroll your parents under this policy then the respective premium amount of your parents will be deducted from your salary as per the policy. We have also arranged at preferential **optional term insurance plan** that has been negotiated by the company at preferential rates.

E2. Gratuity

Gratuity will be provided as per government norms which and is paid **in addition to your CTC** for the successful continuous completion of 5 years employment. The terms & conditions of your employment are same as mentioned in your “Appointment Letter & Employment Agreement Contract”. The same shall be binding upon you.

E3. Leaves & Transportation

The leave policy includes 7 sick leaves, 7 casual leaves, and 21 privilege leaves which are all applied pro-rata. o2h group also provides a transportation facility to team members at no extra charge for specified locations.

E4. Working Hours / Shift Timings

You would be required to work in shifts. On occasions, you would be required to work in First Shift (7:00 am to 3:00 pm) or General shift (09:00 am to 06:15 pm) or Special Adjusted General shift (11:00 am to 08:00 pm) or Second Shift (03:00 pm to 11:00 pm) or Night Shift (11:00 pm to 7:00 am) as per the business needs at any of the o2h site.

F. Closing Comments & Special Notes

It is worth stating that any appointment, review and development process is never perfect, so we request your understanding that we work through this process with our best endeavours and diligence to assess various market, company and individual factors. We would like to kindly ask you to not discuss or disclose your compensation package with anybody other than your reporting manager or HR. Please appreciate that your compensation package is unique to you and sharing with other colleagues can result in disharmony.

The issue of any pay is subject to the performance of the individual, project, business and market conditions. The Board of Directors may amend the plan during the financial year in relation to major changes in the business environment and reserve the right to define budgets, targets and performance accordingly. The compensation plan is continually reviewed and, if necessary, may be modified and therefore, the Board of Directors shall make appropriate judgments regarding the implementation and administration of this plan. In all matters of pay or bonuses the discretion of the Board of Directors

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is final and reserve the right to change policy without notice. All other terms and conditions of your employment stipulated in your appointment letter or subsequent modifications thereof remain unchanged and will be governed by company's HR policies prevalent at the time.

This package, we believe, reflects our confidence in you as an individual and recognises your potential contribution to the success of o2h group. We very much look forward to start working with you at the earliest. If you have any questions, please do not hesitate to contact us anytime for further details.

NOTE – Your date of joining will be in FY 24-25, we will confirm the final date of joining a month prior.

Regards,

Riya Lilani
Human Resource

Registered Address: o2h Discovery Pvt. Ltd.

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HYBORN
RECYCLING LLP

HYBORN RECYCLING LLP

Plot No. 43-44, R.S. No. 306, R.K. Industrial Land,
Rataiya Amreli Road, Village : Amreli | Taluka : Padadhari
District : Rajkot-360110, Gujarat (IND).
GST No. 24AAPFH8626N1ZP

[Date: 20/06/2024]

Panara Rutvik R.
[Mota vagudad, Ta:Dharol
Di: Jamnagar 361210]

Dear Mr. Panara Rutvik,

We are thrilled to welcome you to Hayborn Recycling LLP as a valuable member of our Lab RND & QC Department! Your expertise and passion for innovation will undoubtedly strengthen our team's efforts in developing cutting-edge recycling solutions.

We are pleased to inform you that your joining date will be 20/06/2024. We expect you to join our dynamic team and contribute to our mission of reducing waste and promoting sustainability.

As discussed, your role will involve:

- Conducting research and analysis to improve existing recycling methods
- Developing new recycling technologies and processes
- Ensuring the highest quality standards in our recycling operations
- Collaborating with cross-functional teams to drive innovation and excellence

Please find attached information about our department's specific policies, procedures, and upcoming projects. We encourage you to reach out to us with any questions, ideas, or suggestions.

We look forward to seeing your contributions and celebrating our collective successes!

Best regards,



+91 97123 49998 Hybornrecycling@gmail.com www.hybornrecy.com

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Date: 04.01.24

To,
Mr. Aditya Bheda
adibheda33@gmail.com
Phone: +91 9723432042

Subject: Offer for the post of Trainee Research Chemist

Dear Mr. Aditya Bheda,

With reference to your application and further interview you had with us, we are impressed with your attitude. We are pleased to offer you a post of **“Trainee Research Chemist in R & D - Synthesis Department”** at SynZeal Research Pvt Ltd., Ahmedabad.

The CTC (Cost to Company) will be INR 3.00 Lacs per annum inclusive all. You will be on probation of 6 Months, which can be extended based on your performance if deemed necessary. Your Next salary increment would be based on your performance and responsibilities.

Based on your successful completion of training and learning attitude, you will get a confirmation for your association with the company. A detailed appointment letter with other terms and conditions will be issued to you upon your joining.

Please provide scan copy of the following documents by mail and carry hard copy of the listed documents at time of Joining.

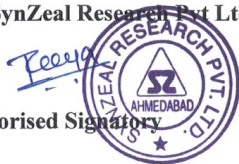
You are eligible for Mediclaim/ESI after one month from the joining date.

1. Educational Documents (SSC & HSC Marksheet, Bachelor's & Master's Degree & Marksheet)
2. PAN Card & Aadhar Card
3. Current Address Proof (Latest Light Bill Copy/Rental Agreement if stay as PG or on Rent)
4. Bank Account Proof (Either Cancel Cheque/ First Page of Passbook)
5. Nominee Aadhar Card (Father/Mother/Brother/Sister/Spouse)
6. 4 Passport Size Photographs (Must carry at time of Joining)
7. Experience & Relieving Letter of Previous Company (If Experienced)
8. Last 3 Months Payslips of Previous Company (If Experienced)

We look forward to having your confirmation and date of joining.

Kind Regards,
For SynZeal Research Pvt Ltd.

Authorised Signatory



SynZeal Research Private Limited
Plot No. F, Ganesh Industrial Estate,
423/24/8, Mahagujarat Industrial Estate,
Sarkhej-Bavla Road, Moraiya,
Ahmedabad 382 213, Gujarat, INDIA

Telefax : +91-75750 02050
E-mail : standards@synzeal.com
Website: www.synzeal.com

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Dedicated To Life

Ref No : ZLL/API - DBH/HRSS/OFFER/23/ZYDUS35603
Date : 27/04/23

Mr. Chorera Meet Vineshbhai
B/34, Ashopalav apartment,
Near Santoshmata Garbi Chawk,
Station Road, Dhoraji, Gujarat,
India - 360410.

Dear Mr. Chorera,

We refer to your application and the subsequent interview.

We are pleased to offer you the position of Research Associate - COE - Alpha at our API R&D-DBH Division based at Dabhasa on the mutually agreed terms and conditions. Our offer is subject to you being found medically fit after examination by a medical practitioner appointed by us. We shall be issuing the regular letter of appointment on your joining the organisation.

You are requested to send us duplicate copy duly signed by you as acceptance of this offer letter along with Accepted/Received copy of your resignation from your existing Organization & date of your joining our Organization within 7 days of receipt of this Offer of Employment.

At the time of joining, we expect you to carry the following documents:

1. Resignation acceptance letter of previous organization.
2. Relieving letter from previous organization.
3. Last Drawn Salary Proof - Salary Certificate / Salary Slip.
4. Bank Statement of last six months in which salary gets credited.
5. Experience/Relieving Letter from all previous employers.
6. All original mark sheets, certificates and ID proofs
7. Copies of attested Testimonials (Leaving Certificate, Mark-sheets and degree certificates) of all academic qualifications and birthdate proof.
8. Five passport size and Three stamp size photographs.
9. Two Copies of PAN card and Aadhar Card.
10. Copy of permanent address proof.

It is believed that any information furnished to the company is true to the best of your knowledge. If the same is found to be incorrect or willfully suppressed or withheld at a later date, it will be construed as a breach of integrity and can lead to immediate withdrawal of the letter of offer and in case of having already joined the organisation it may lead to separation /discontinuation from the services, without any further reference to the cause.

You shall abide by all protocols for COVID 19 and any other infectious disease outbreak safeguards and safety measures that may be required, during your employment with us.

Welcome to Zydus! We look forward to a long and mutually rewarding relationship.

With best wishes,

Truly yours,

Bhavdip Antani
Deputy General Manager - Human Resource

I accept and shall join on or before 22/05/2023

Dated: 02/05/2023

Zydus Lifesciences Limited
(formerly known as Cadila Healthcare Limited)
Dabhasa Unit : Plot Number 26 to 29 and 31,
Dabhasa Umaraya Road, Village Dabhasa,
Taluka : Padra, Dist : Vadodara,
Gujarat 391440, India
Phone : +91-2662-679100, 679130

Regd. Office :
Zydus Corporate Park, Scheme No. 63,
Survey No. 536, Khoraj (Gandhinagar),
Nr. Vaishnodevi Circle, S. G. Highway,
Ahmedabad-382 481, Gujarat, India.
Phone : +91-79-71800000, +91-79-48040000
website : www.zyduslife.com | CIN : L24230GJ1995PLC025878



Chorera Meet Vineshbhai





S.D INTERMEDIATES

4 Impala House, 36 Vishwas Colony, Alkapuri, BARODA – 390007.

• Tel No: 91 265-2334396/ 7069112114/15

• Fax: 91 265 2334397

• E-Mail: sales@sdichem.com

• Website: www.sdichem.com

SDINTER/2023/20

Date: 31/05/2023

To,
Mr. Sarthak Busa,
"Krishna", Rameshwar Park 2,
Street no - 1, near Meera Nagar, raiya road, Rajkot -360007.

Dear Mr. Sarthak,

Sub.: Offer Letter

With reference to your application and subsequent interview you had with us, we are pleased to offer the post of **Officer – R & D** at our factory situated at Block No. 96/B/2, Next to Asmee Pharma, Near Ami Life Science on Effluent Canal Road, Village Karakhadi, Dist. Padra – 391450 on the following terms and conditions:

1. You will join duty on **05/06/2023** at 9.00 hours.
2. You will be reporting to **Mr. Dharmesh Mistry**.
3. Your salary will be as per the discussion we had during the interview, and payment of Loyalty Bonus, Statutory Bonus & Uniform will be as per Annexure-A.
4. Your next salary review date is **01/04/2024**.
5. You will be on probation for a period of six months from the date of joining. The probation period can be curtailed or extended at the sole discretion of the management depending on the assessment of your overall performance. Unless confirmed in writing at the end of six months, it is understood that you will continue on probation in order to enable you to achieve the expected standard of your performance. The extended probation period will be for a maximum of six months.
6. During the period of probation, your services are liable to be terminated by giving 15 days' notice or 15 days' notice pay (Gross Salary) in lieu of notice period, without assigning any reasons.
7. In case of resignation during probation, you have to serve 15 days' notice period or 15 days' notice pay (Gross Salary) in lieu of notice period, your performance during this period should be satisfactory to management.
8. On confirmation of your employment, you will be entitled to the benefits of Leave, as applicable to your cadre and in accordance with the existing policies, rules and regulations of the company.
9. On confirmation, your services are liable to be terminated after giving **two months' notice or two months' notice pay (Gross Salary)** in lieu of notice period, except for dismissal or termination for misconduct, when you will not be entitled to any such notice or salary thereof.
10. In case of resignation after confirmation in services of the company, you have to serve **60 days' notice period**.
11. Your continuance in employment will be further subject to your remaining medically fit. The management will have the right to get you examined or re-examined from the company approved physician, whose decision shall be final and binding on you.
12. In case you leave the employment without giving notice, you shall have to pay liquidated damages, an amount equal to **two month's gross salary**.

Signature of Authority 

Signature of Employee _____





S.D INTERMEDIATES

4 Impala House, 36 Vishwas Colony, Alkapuri, BARODA – 390007.

• Tel No: 91 265-2334396/ 7069112114/15

• Fax: 91 265 2334397

• E-Mail: sales@sdichem.com

• Website: www.sdichem.com

13. During the course of employment, you are liable to be transferred or deputed, either part time or whole time, to any other department or any of our offices, factories, units, divisions, sister companies under the management of this company, etc. solely at the discretion of the management on account of exigencies of work without any extra additional remuneration.
14. Apart from your usual duties, your activities will also extend over any other kind of work as may be required by the circumstances.
15. Your usual working hours will be 48 hours per week. However, you may be required to stay beyond these hours whenever required and called upon by management due to emergencies of work.
16. In the event of factory working on shift basis, it may be necessary for you to work in any shift allotted to you. There is no special allowance payable for working in the night shift or any other shift.
17. You will be whole time employee of the company and will not engage yourself in any work similar in nature to that of the company and / or engage yourself anywhere in any work, profession or employment in any capacity, either honorary or otherwise.
18. You will not appear in any examinations without prior permission from the management.
19. You shall not take **present, commission or any kind of gratifications** in cash or in kind from any person, party or firm having dealing with the company and if you are offered the same, you will immediately report this to the management in writing.
20. You will keep the **company's property** in good condition, which may be given to you to satisfactorily discharge of your duties/ obligations and you will return the same to the company immediately on relinquishment of your services, failing which, the cost of the same will be recovered from you by the company.
21. Management expects you to discharge your duties diligently and honestly and you should not disclose, utilize or divulge to any other Company, firm or person, the affairs, process, techniques of the company without written consent of the management. You will have to maintain high personal integrity and moral conviction.
22. During the period of this employment, you will not secure or try to secure any other post without the previous consent of the management in writing.
23. Your appointment will be subject to verification of your service record, education certificates and antecedents.
24. You will devote your whole time and attention to the interest of the company in any place of business to which management may elect to post you.
25. You will be required to adhere to company's **code of conduct** and execute and undertaking in this regard, our company have Uniform Policy and you will be required to follow the existing uniform policy or as amended by management time to time.
26. If for any reason, you become incapable of performing the duties assigned to you or in the event of giving false particulars in your application and deliberately not disclosing any information which in our opinion would have prompted the management not to appoint you, then in such case, your employment will be dispensed off without any notice or compensation thereof.
27. In the event of sickness preventing, you from satisfactory performance of your duties over a prolonged period, the company reserves the right to terminate your employment or vary the terms and conditions over a given period.
28. In the event of termination or resignation, you shall hand over all the documents and papers, keys and other property of the company as may be in your custody, care or charge, to the management and obtain a clearance certificate for the same.

Signature of Authority _____

Signature of Employee _____





S.D INTERMEDIATES

4 Impala House, 36 Vishwas Colony, Alkapuri, BARODA – 390007.

- Tel No: 91 265-2334396/ 7069112114/15
- Fax: 91 265 2334397
- E-Mail: sales@sdichem.com
- Website: www.sdichem.com

29. You will **retire from the services of the company on attaining the age of 58 years.** However, company reserves the right to give you extension with mutual consent.
30. You will be bound to observe the rules of the office discipline and / or other similar instructions in force from time to time, to the entire satisfaction of your superiors. The company may terminate your services without notice in case of misconduct, breach or trust, loss of confidence, insubordination or for a similar cause.
31. All the rules of the company, including those governing all the benefits mentioned above, working hours etc. are subject to change without any prior notice.
32. All documents, plans, drawings, photos, reports, statements, formulas, correspondence, etc. and also information and instructions that pass through you or come to your knowledge will be treated as confidential and you will be bound to keep them secret and will not divulge or pass over the same to anyone, except in rightful discharge of your duties assigned by the company in writing.
33. The remuneration and other terms of your employment shall not be disclosed to other members of staff of the company and to any other person with the exception of close relatives.
34. You will keep us informed of any change in your residential address or civil status.
35. Your services are governed by the rules and regulations of the company in force from time to time.
36. That all disputes and differences are to be inquired and to be dealt with and are to be settled at Baroda. And that the courts, tribunals and / or authorities at Baroda only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this offer.

The duplicate copy of this letter should be signed and dated by you in token of your acceptance of this offer. The signed copy, **along with documents mentioned in Annexure B attached**, should be returned to us within seven days of receipt of this letter or fifteen days from the date of this letter – whichever is earlier, failing which, it shall be presumed, without any further reference that you are not interested in this offer and the same will be treated as cancelled.

Thanking you,
Yours faithfully,
For S.D. Intermediates

Rajveer Parikh
Director Engineering

Encl.:
Annexure A
Annexure B

Endorsement of Acceptance:

I unconditionally accept the above offer of appointment under the company on the terms and conditions mentioned therein and agree to abide by all of them.

PLACE: VADODARA

DATE:

(SIGNATURE)





S.D INTERMEDIATES

4 Impala House, 36 Vishwas Colony, Alkapuri, BARODA – 390007.

• Tel No: 91 265-2334396/ 7069112114/15

• Fax: 91 265 2334397

• E-Mail: sales@sdichem.com

• Website: www.sdichem.com

Annexure: A

EMPLOYMENT TERMS AND CONDITIONS

BONUS

All Employees have been normally paid 20% or higher bonus (statutory + ex gratia) of their basic salary (for the calculation of Bonus Maximum 15000 Basic will be counted) from the company every year and the same is considered while calculating Cost to Company during the offer made. However, **this 20% is not a guaranteed sum** and the company reserves the right to reduce the bonus amount UPTO the amount as defined in the act.

For the people not in our employment on the date of payment of the Bonus. Bonus will be paid to them strictly as per Bonus Act only.

UNIFORM

Uniform is issued to employees and workers every year during the start of calendar year. Company expects all the employees and workers work for long time with company, however as the uniform is issued for whole year, if any employee or worker leaves the company during the probation period or before completing 6 months from the date of receiving uniform, company will recover the half of the total cost of the uniform to the company.

Similarly, anything issued to employee under Uniform Policy will be deducted as per the clause mentioned above, which includes, Safety Shoes, Formal Shoes, Rain Shoes, Winter Wear, Rain Wear.

Signature of Authority _____

Signature of Employee _____





S.D INTERMEDIATES

4 Impala House, 36 Vishwas Colony, Alkapuri, BARODA – 390007.

• Tel No: 91 265-2334396/ 7069112114/15

• Fax: 91 265 2334397

• E-Mail: sales@sdichem.com

• Website: www.sdichem.com

ANNEXURE – B

DOCUMENTS TO BE SUBMITTED ALONG WITH DUPLICATE COPY OF OFFER LETTER DULY SIGNED BY YOU:

1. Photographs – 4 Passport size and 2 Revenue stamp size
2. Xerox copy of all your education and experience certificates. You will bring the original copy for verification on the date of joining.
3. Proof of Birth Date
4. **Copy of Resignation letter given to your previous employer and duly accepted by them as well as Relieving letter from your previous employer**
5. Last salary certificate from your previous employer
6. Employment Enrolment Form duly filled

For S.D. Intermediates

Rajveer Parikh
Director Engineering





AALIDHRA PHARMACHEM PRIVATE LIMITED

Date: 16th February, 2023

Subject: **Offer Letter**

Dear Mr. Ravi M Bhadania

Subsequent to the personal discussion you had with us, we are pleased to offer you the position of " **Trainee – R & D** " in our organization as per following terms and conditions.

You will be on the Probation for a period of six months. During probation, your performance is not good than management have right to terminate you from your service. The Probation period can be curtailed or extended at the sole discretion of the management depending on the assessment of your overall performance. Employee may separate him/herself by giving written resignation. He / She shall serve a notice of One month or pay notice period amount of One month Gross Salary. You will sign the Bond of 2 year at the time of Joining.

You are request to please bring the following document in original along with Xerox copies of each at the time of your joining:

- ❖ Certificates in support of your educational qualification.
- ❖ Four recent color passport size photograph.
- ❖ Copy of PAN Card and Aadhar Card and Bank detail.
- ❖ Medical certificate with past health history
- ❖ Experience and Relieving Letter of previous organization.
- ❖ Any other certificates in supports of your participation in extracurricular activities.

The offer is valid subject to your joining on or before 1st June, 2023 and being found medically fit.

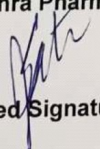
If above terms and conditions are acceptable to you, please confirm the acceptance of the offer and your Resignation letter copy by email at hr@aalidhrapharmachem.com.

For any further clarification free to contact Mr. Nimit Dalal email on hr@aalidhrapharmachem.com.

We heartily welcome you for long and mutually rewarding association.

With best wishes

For Aalidhra Pharmachem Pvt. Ltd.


(Authorized Signature)

Work : Plot No. 163-164, G.I.D.C. Estate, Nandesari - 391340. Dist: Vadodara, Gujarat, India. Phone : 0265 - 3006500, 2840500
Email : aalidhra@aalidhrapharmachem.com - Website : aalidhrapharmachem.com
Reg. Office : 1 Functional Estate, Road No. 6, Udyognagar, Udhna, Surat - 394210. Gujarat, Phone : 0261 - 2279520 - 30.



Ref No : ZLL/API - ANK/OFFER/HRSS/23/ZYDUS34520
Date : 01/04/23

Mr. Rachhadiya Keval Chandubhai
Mota Devaliya,
Ta - Babra, Dis - Amreli,
Amreli, Gujarat,
India - 365410.

Dear Mr. Rachhadiya,

We refer to your application and the subsequent interview.

We are pleased to offer you the position of **Trainee Officer - Pilot Plant & Technology** at our **API R&D-DBH** Division based at **Ahmedabad** on the mutually agreed terms and conditions. Our offer is subject to you being found medically fit after examination by a medical practitioner appointed by us. We shall be issuing the regular letter of appointment upon your joining the organisation.

You are requested to send us duplicate copy duly signed by you as acceptance of this offer letter and date of your joining our Organization within 7 days of receipt of this Offer of Employment.

At the time of joining, we expect you to carry the following documents:

1. All original mark sheets, certificates and ID proofs
2. Copy of attested Testimonials (Leaving Certificate, Mark-sheets and degree certificates) of all academic qualifications and birthdate proof.
3. Five passport size and Three stamp size photographs
4. Two copies of PAN card and Aadhar Card
5. Copy of permanent address proof

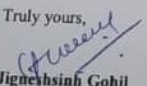
It is believed that any information furnished to the company is true to the best of your knowledge. If the same is found to be incorrect or willfully suppressed or withheld at a later date, it will be construed as a breach of integrity and can lead to immediate withdrawal of the letter of offer and in case of having already joined the organisation it may lead to separation /discontinuation from the services, without any further reference to the cause.

You shall abide by all protocols for COVID 19 and any other infectious disease outbreak safeguards and safety measures that may be required, during your employment with us.

Welcome to Zydus! We look forward to a long and mutually rewarding relationship.

With best wishes,

Truly yours,


Jigneshsinh Gohil
Manager - Human Resource

I accept and shall join on or before _____

Dated: _____

Rachhadiya Keval Chandubhai

Zydus Lifesciences Limited
(formerly known as Cadila Healthcare Limited)
Ankleshwar Unit-2 : 5/1-B, GIDC Industrial
Estate, Ankleshwar, Gujarat 393002, India
Phone : +91-2646-660110, 660197,
660400, 660510

Regd. Office :
'Zydus Corporate Park', Scheme No. 63,
Survey No. 536, Khoraj (Gandhinagar),
Nr. Vaishnodevi Circle, S. G. Highway,
Ahmedabad-382 481, Gujarat, India.
Phone : +91-79-71800000, +91-79-48040000
website : www.zyduslife.com | CIN : L24230GJ1995PLC025878





Date: 21-11-2022

To,

Mr. Harshkumar Bhanderi
harshbhanderi239@gmail.com
Phone: +91 6354055764

Subject: Offer for the post of Trainee Research Chemist

Dear Mr. Harshkumar,

With reference to your application and further interview you had with us, we are impressed with your attitude and logic in organic synthesis. We are pleased to offer you as “**Trainee Research Chemist in R & D - Synthesis Department**” at SynZeal Research Pvt Ltd., Ahmedabad.

During your training you will be exposed to

1. Logic in organic synthesis and planning the experiments
2. Monitoring by TLC and LCMS
3. Purification by column chromatography and Flash Chromatography.
4. Product Characterization
5. Literature search by Sci-Finder.

The CTC (Cost to Company) will be INR 3.00 Lacs per annum inclusive all. You will be on probation of 6 Months, which can be extended based on your performance if deemed necessary. Your Next salary increment would be based on your performance and responsibilities.

Based on your successful completion of training and learning attitude, you will get a confirmation for your association with the company. A detailed appointment letter with other terms and conditions will be issued to you upon your joining.

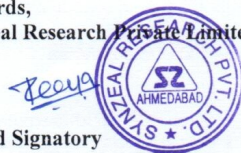
Please provide scan copy of the following documents by mail and a carry hard copy of the listed documents at time of Joining.

You are eligible for Medclaim/ESI after one month from Joining Date.

1. Educational Documents (SSC & HSC Marksheet, Bachelor's Degree, Master's Degree)
2. PAN Card & Aadhar Card
3. Current Address Proof (Latest Light Bill Copy/Rental Agreement if stay as PG or on Rent)
4. Bank Account Proof (Either Cancel Cheque/ First Page of Passbook)
5. Nominee Aadhar Card (Father/Mother/Brother/Sister/Spouse)
6. 3 Passport Size Photographs (Must carry at time of Joining)

We look forward to having your confirmation and date of joining.

Kind regards,
For SynZeal Research Private Limited



Authorised Signatory

SynZeal Research Private Limited
Plot No. F, Ganesh Industrial Estate,
423/24/8, Mahagujarat Industrial Estate,
Sarkhej-Bavla Road, Moraiya,
Ahmedabad 382 213, Gujarat, INDIA

Telefax : +91-75750 02050
E-mail : standards@synzeal.com
website: www.synzeal.com

Atmiya University, Rajkot-Gujarat-India

Registrar
Atmiya University
Rajkot





**YOGI
INTERMEDIATES
PVT. LTD.**

Factory Address :
Plot No. 2805, Phase III,
GIDC Industrial Estate, Panoli,
Dist. Bharuch - 394 116, Gujarat (India)
Phone : 88660 44807

Office Address :
808-809-810, Colonade Tower, B/h. Iscon
Temple, Opp. Iscon BRTS Bus Stop,
Iscon-Bopal Road, Ahmedabad - 380 054
Phone : 079-40030682 | Fax : 079 - 40030681

E-mail : info@yogiintermediates.com • Web : www.yogiintermediates.com

DATE: 26-06-2023

To,

Mr. PITHIYA KARSANKUMAR NARANBHAI
TALUKA MALIYA (HATINA),
DIST- JUNAGADH GUJARAT
362250

Subject: Offer of Employment

This is with reference to your application for employment in our company and subsequent interview had with us, we are pleased to offer you an employment as "**JR. OFFICER**" for "**R & D**" department with our organization i.e., YOGI INTERMEDIATES PVT LTD, your place of posting will be at PLOT NO 2805, Panoli, Distt. Bharuch Gujarat 394115 on the package agreed by you.

Please note that this is an offer letter, the Company's standard letter containing exhaustive terms and conditions of employment will be issued to you at the time of joining the organization and shall be binding on you.

You are requested to join us on or before **Wednesday, July 5, 2023**, failing which this offer of employment stands withdrawn. Kindly also confirm your exact date of joining at least seven (7) days prior to your joining the Organization.

You are requested to submit the following documents at the time of joining:

1. Joining report.
2. 3 passport size photographs.
3. Copies of your testimonials.
4. Proof of date of birth. (Copies of ID & Address proof).
5. Copy of resignation, relieving letter from immediate previous employer.
6. Last salary slip, salary certificate & bank statement as applicable.
7. Provisional income & TDS certificate from the previous employer.
8. Bank account details.

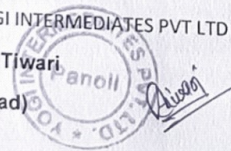
Kindly confirm your acceptance of this letter by sending us acknowledgement.

We heartily welcome you to YOGI INTERMEDIATES PVT LTD Limited.

For YOGI INTERMEDIATES PVT LTD Limited

Ankur Tiwari

(Hr Head)





**ATMIYA
UNIVERSITY**

NAAC – Cycle – 1

AISHE: U-0967

Criterion- 3

R,I & E

KI 3.3

M 3.3.1

A. Y. 2021-2022

Atmiya University, Rajkot-Gujarat-India

Registrar

Atmiya University

Rajkot



Page 23 of 43



Amoli Organics Pvt. Ltd.

Factory : BLOCK NO. 422, ECP CANAL ROAD, VILLAGE LUNA, TA : PADRA, DIST : VADODARA, INDIA. PIN CODE 391440

Phone : (91) (02662) 611200

E-mail Address : baroda@amoliindia.com

Date: 02-May-2022

Ref : AOPL/APP/T368

To,
Mr. HEDAPARA DEEPKUMAR NARESHBHAI
KAILASH NAGAR, TIMBAVADI,
JUNAGADH, GUJARAT 362001

Sub: Appointment as Trainee

Dear Mr. HEDAPARA DEEPKUMAR NARESHBHAI,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Trainee – Analytical R and D** with effect from **02-May-2022**, on the following terms and conditions.

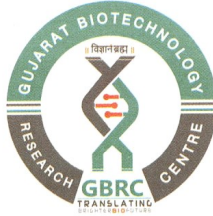
1. Your appointment will be purely on trainee basis for a period from **02-May-2022** to **02-May-2023**.
2. You can be considered for a suitable permanent position in this organization after your successful completion of training period, provided a vacancy exists. In such condition you will be absorbed on probation on regular applicable salary scale, and then after, you will serve the organization for a minimum period of 2 years.
3. During the period of your training, you will be paid a consolidated stipend Rs. 15,000/- Per Month for the first Six months and after completing six months your stipend will be increased to Rs. 17,000/- Per Month. During training period no other benefit will be applicable to you. After completing your Training period you will be on probation period for six months and your CTC will be revised to Rs. 19,000/- Per Month, after confirmation of your probation period your CTC will be revised to Rs. 21,000/- Per Month, CTC includes PF of (Employers and Employees) and Bonus).
4. Your hours of work will be regulated by the company. You will be given two days, Sick/Causal leaves per month with pay on pro rata basis during training period.
5. You will have to devote your full time attention to our work and will not engage in any other work, which may harm the interest of the Company.
6. You will maintain the discipline of company as may be in force from time to time and will abide by the rules and regulations of the company.

Corporate Office : 407, Dalamal House, Jamnalal Bajaj Road, Nariman Point, Mumbai-400 021. INDIA

Phone : 91-22-66214715 / 16 / 17 * Fax : 22041400

E-mail Address : info@amoliindia.com





GUJARAT BIOTECHNOLOGY RESEARCH CENTRE

Department of Science & Technology
Government of Gujarat

GBRC/Admin/2023-24/ 211

Date: 16/02/2024

To,
Nandini Niraj Vasa,
102/103 Siddhivinayak Avenue,
Opp. Ratanbai Masjid
Nr. Ganesh Fali Corner
District: Jamnagar
State: Gujarat (GJ)

Subject: Appointment as Junior Research Fellow (JRF).

With reference to subsequent interview on 15th February, 2024 for the post of Junior Research Fellow (JRF), this office is pleased to inform you that, you are selected for the post of Junior Research Fellow (JRF) for a period of 11 months on contract basis on a monthly fellowship of **Rs. 23,213/-**. The contract may be extended further subject to the extension of project and your satisfactory performance in it. You have to enter into contract with GBRC at the time of joining. You will have to join the office within 07 days of the receipt of this order i.e. on or before 26/02/2024, failing to do so your appointment will be treated cancelled.

You are advised to read terms and conditions mentioned below and also read contract form attached herewith before accepting appointment letter.


AAO,
GBRC

<https://gbrc.gujarat.gov.in>

+91-79-23258228 (O)

info-gbrc@gujarat.gov.in

+91-79-23258500 (O)

Gujarat Biotechnology Research Centre
Department of Science & Technology, Government of Gujarat,
MS Building, 6th Floor, GH Road, Sector - 11,
Gandhinagar, Gujarat 382010

TRANSLATING BRIGHTER BIO FUTURE

Atmiya University, Rajkot-Gujarat-India

Registrar
Atmiya University
Rajkot





MEGHMANI FINECHEM LTD.

Regd. Office : CH/1, CH/2, GIDC Industrial Estate, Dahej, Tal. Vagra, Bharuch - 392 130. Gujarat, (INDIA)
Phone : 91- 9909995940 / 41 / 42 / 43 / 44, E-mail : helpdesk@meghmani.com,
URL : www.meghmani.com CIN : U24100GJ2007PLC051717

Ref. MFL/HR/Offer/05/2022

Date: 11.05.2022

To,
Shri Dwij Prakashbhai Antani,
Plot No. 71, "Shivohum", Divyam Park Society,
Nr. Abhinav Apartment, Khodiyar Colony,
Dist.: Jamnagar, PIN 361006, (Gujarat)

Subject: Offer Letter

Dear S/Dwij P. Antani,

With reference to your interview with us, the Management is pleased to offer you the position of **Chemist (Research & Development)** in our organization on the following terms and conditions.

- The monthly gross salary will be as mutually agreed upon.
- Your place of posting will be at MFL, Ahmedabad.
- Acceptance of Service Agreement for minimum Three Years & Non Disclosure Agreement with the company.

This letter of offer is valid upto 11/06/2022. You are requested to send us the duplicate copy duly signed by you as your token of acceptance of our letter of offer. A detailed appointment letter will be issued to you on joining. We welcome to be a part of Meghmani Parivar.

Yours faithfully,
For, Meghmani Finechem Limited,

Vikram Bhatt
Senior General Manager – Corporate HR

CORPORATE OFFICE: "MEGHMANI HOUSE", Behind Safal Profitaire, Corporate Road, Prahladnagar,
Ahmedabad-380 015. INDIA. Phone No.: +91 79 71761000, 29709600 Fax: +91 79 - 29709605

Atmiya University, Rajkot-Gujarat-India

Registrar
Atmiya University
Rajkot





To, S/Dwij Prakashbhai Antani

Date: 11.05.2022

[A]	Earnings	Basic	5600.00	Taxable
		HRA	8048.00	Taxable
		Advance Bonus	1214.00	
		Total	14862.00	
[B]	Deductions	PF	672.00	
[C]	Take Home		14190.00	
[D]	Stat.	Bonus	466.00	As per Act
		PF	672.00	
			1138.00	
[E]	C.T.C. (P.M.)		16000.00	
	C.T.C. (P.A.)		192000.00	

Name: 1) Taxfree reimbursements are subject to IT Act.

Atmiya University, Rajkot-Gujarat-India

Registrar

Atmiya University

Rajkot





MEGHMANI FINECHEM LTD.

Date: 11.05.2022

Dear S/Dwij P. Antani,

You are requested to kindly carry along with the set of following documents when you come to join our organization.

1. Copy of school leaving certificate
2. SSC mark-sheet
3. HSC mark-sheet
4. Degree marks-sheets and certificate
5. Relieving letter from the last employer and salary certificate
6. 04 copies of pass port size photographs
7. Adhar card and PAN Card
8. Medical fitness certificate from MBBS doctor
9. Blood Group Proof
10. Vaccination Certificate(s) (Covid19 resistor)
11. Any other document of additional qualification or extra curricular activities

Atmiya University, Rajkot-Gujarat-India

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Rajkot





Date: 21-12-2021

To,
Mr. Harsh Joshi

harshjoshidev@gmail.com

Phone: +91 7984126107

Subject: Offer for the post of Trainee Research Chemist

Dear Mr. Harsh,

With reference to your application and further interview you had with us, we are impressed with your attitude and logic in organic synthesis. We are pleased to offer you as **“Trainee Research Chemist in R & D - Synthesis Department”** at our R&D Centre, Moraiya, Sarkhej-Bavla Highway, Ahmedabad.

During your training you will be exposed to

1. Logic in organic synthesis and planning the experiments
2. Monitoring by TLC and LCMS
3. Purification by column chromatography and Flash Chromatography.
4. Product Characterization
5. Literature search by Sci-Finder.

The CTC (Cost to the company) will be INR 2.16 Lacs per annum inclusive all. Your Next salary increment would be after completion of one year based on your performance and responsibilities.

Detailed appointment letter with other terms and conditions will be issued to you upon your joining.

You are eligible for Mediclaim/ESI after one month from Joining Date.

Please provide scan copy of following documents by mail and Carry Hard Copy of all below listed documents at time of Joining.

1. Educational Documents (Bachelor's Degree, Master's Degree)
2. PAN Card & Aadhar Card
3. Current Address Proof (Latest Light Bill Copy/Rental Agreement if stay as PG or on Rent)
4. Bank Account Proof (Either Cancel Cheque/ First Page of Passbook)
5. Nominee Aadhar Card (Father/Mother/Brother/Sister/Spouse)
6. 3 Passport Size Photographs (Must carry at time of Joining)

We look forward to have your confirmation and date of joining.

Kind regards,

Authorised Signatory
For SynZeal Research Private Limited



SynZeal Research Private Limited
Plot No. F, Ganesh Industrial Estate,
423/24/8, Mahagujarat Industrial Estate,
Sarkhej-Bavla Road, Moraiya,
Ahmedabad 382 213, Gujarat, INDIA

Telefax : +91-75750 02050
E-mail : standards@synzeal.com
Website: www.synzeal.com

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Registrar
Atmiya University
Rajkot





29th Jun 2022

Dear Mr. VEKARIYA PARAG ASHWINBHAI

We are very pleased to extend you an offer to join K. M. Pharma Solution. In our reference with your interview, we were impressed by your chemistry knowledge, learning attitude, and above all we believe that we would enjoy working with you.

We believe that we can offer you a unique experience. In working with our company, you will have a vital part in a young and dynamic organisation. You will be working with highly qualified and experienced colleagues, as well as giving you a chance to enhance your skill base.

FROM THE START DATE

KMPS is delighted to offer you the grade of **Trainee Scientist (Trainee Executive)-R & D.**

Your CTC (cost to company) pay will be **Gross INR 1.50 Lakhs. (It includes all allowances), Rs. 12500 net payable to you. No Extra deduction from your CTC.**

There will be a six-month probationary period from the date of Joining. After completion of Probation, you will be the regular Employee of the Company and your minimum stay period will be 2 years to get the eligibility for experience and reliving letter. If you leave the company before 2 years the company will not give the experience as well as reliving letter. Notice period will be 2 months from the date of resignation letter.

The payroll will be revised based on performance of the employee throughout the year. **(Year cycle is 1st Apr to 31st Mar)**

Annual bonus will be given in the month of Diwali as per company will be declare.

The Partners reserve the right to change the bonus policy from year to year based upon the outcomes and the requirements of the business. A bonus policy which is applied in one year may not be repeated in a future year.

You will be issued an “Appointment Letter & Employment Agreement Contract” giving terms & conditions of your employment after the final photo copy of certificate are been submitted. The same shall be binding upon you.

You are requested to produce following documents at the time of reporting for your duties.

- Two passport size photographs.
- Copies of certificates with respect to your educational qualifications.
- Copy of certificate in proof of your age / date of birth. (PAN Card)

This package, we believe, reflects our confidence in you as an individual and recognises your contribution to the growth and success of the company. As discussed, we very much look forward to start working with on or before 04th July 2022. If you have any questions, please do not hesitate to contact me. Please send us the confirmation of the offer letter.

Regards



Dr. Kalpesh Patel
Partner,
K. M. Pharma Solution





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NAAC – Cycle – 1

AISHE: U-0967

Criterion- 3

R,I & E

KI 3.3

M 3.3.1

A. Y. 2020-2021

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24 Aug 2022

Ms. Disha Ladani
To-Kevadra, Near Patel Chowk, Ta-Keshod, Dist- Junagadh

Sub: Offer Letter

Dear Ms. Ladani,

With reference to the personal discussion you had with us, we are pleased to offer you the position of Sr Clinical Assistant (T2 Grade) - Bioanalytical Research Department in our organization on terms and conditions mutually agreed upon.

If this offer is acceptable to you, you are requested to sign the duplicate copy of this letter and return the same to us as a token of your acceptance of the offer.

You are also requested to undergo a medical checkup as per the specification given by the company and send the medical report along with copy of the offer letter. This offer will be valid subject to you are found medically fit.

You will be served a detailed appointment letter with all terms and conditions upon joining the company.

In case, our office doesn't receive your signed & accepted copy of this letter within ten days from its issuance date, this offer letter will become automatically invalid.

With regards,

Yours Sincerely,

For, Veeda Clinical Research Ltd.

Name: Manmohansinh Chauhan
Human Resource Department

ACCEPTANCE OF THE OFFER

Candidate Signature:

Date of Joining:

Veeda Clinical Research Ltd.
Shivalik Plaza-A,
Near I.I.M., Ambawadi,
Ahmedabad-380 015
India
Tel: +91 79 3003000
Fax: +91 79 3003010
info@veedacr.com
www.veedacr.com
CIN: U73100GJ2004PTC044023

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ANNEXURE

ANNUAL COMPENSATION BREAKUP		
Name of the Employee	Disha Ladani	
Designation	Sr Clinical Assistant	
Department	Bioanalytical Research Department	
Date of Joining	03 Oct 2022	
Location	Insignia	
Grade	T2	
SALARY COMPONENTS	MONTHLY (INR)	ANNUAL (INR)
Basic Salary	9000	108000
House Rent Allowance	0	0
Education Allowance	0	0
Food Coupons	0	0
Fix Allowance	0	0
Fixed Bonus	1800	21600
Special Allowance	807	9686
Gross Salary (A)	11607	139286
Benefits		
LTA(Annual)	0	0
Gift Voucher(Annual)	0	0
PF Employer Contribution	1393	16714
Total Benefits(B)	1,393.00	16,714.00
FIXED COST TO COMPANY (CTC) (A + B)	13000	156000

Details of Medical Checkup and Consent

Veeda Clinical Research Ltd.
 Shivalik Plaza-A,
 Near I.I.M.,Ambawadi,
 Ahmedabad-380 015
 India
 Tel: +91 79 3003000
 Fax: +91 79 3003010
 info@veedacr.com
www.veedacr.com
 CIN: U73100GJ2004PTC044023


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Registrar
Atmiya University
Rajkot





(Ref: SOP No.-VIN-AAD-023, Ver-01 for “Medical Checkup & Vaccination”)

Date: 24 Aug 2022

Name: Ms. Disha Ladani

Medical Checkup Details:

Venue: **AB PATEL DIGNOSTICS**

1st floor, Akhand Jyot Foundation, B/H Paldi Post Office, Farepura Gam Ahmedabad : 380007

Mobile :- 9824857300 / 9875088381

Contact Telephone Number: 079-26448689

Timing: Morning: 08.00 AM TO 05.00 PM

Medical Test:

01	Complete blood count with ESR (Haemogram Report)	08	SGPT
02	Bio-chemical investigations on Cobas Integra 400 (ROCHE) (Plasma Glucose, Urine Sugar)	09	Alkaline Phosphatase (if recommended by Doctors)
03	Post Prandial Blood Glucose (if recommended by Doctors)	10	Lipid profile
04	Bio-chemical investigations on Cobas Integra 400 (ROCHE) (Proteins, Albumin, Globulin, A/G Ratio)	11	Serology testing: HIV-I&II /HbsAG, Anti HCV
05	Urea	12	Urine
06	Creatinine	13	Chest X-ray
07	SGOT (if recommended by Doctors)	14	Physician examination with ECG

Instruction: Blood sample is to be given in the morning (fasted condition) without taking any food/Tea/Coffee.

Consent:

- I was informed about the requirement for medical examination and laboratory tests and had an opportunity to ask questions. I hereby give consent to get above medical tests done at laboratory and Hospital specified by Veeda.
- I understand that my medical examination and laboratory results will be kept confidential and will not be disclosed to any unauthorized personnel without my prior consent.

Sign & Date: _____

=====

Veeda Clinical Research Ltd.
 Shivalik Plaza-A,
 Near I.I.M.,Ambawadi,
 Ahmedabad-380 015
 India
 Tel: +91 79 3003000
 Fax: +91 79 3003010
 info@veedacr.com
www.veedacr.com
 CIN: U73100GJ2004PTC044023

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OFFER LETTER

10th June 2021

Dear Jayesh Dhrangu,

A. Firstly, a personal welcome

We are delighted to offer you the opportunity to join us on this adventure @o2h. We were impressed with your track record, enthusiasm, authenticity and energy and we look forward to working with you to driving forward our vision of investing in brilliant British science & technology. We are pleased to offer you the position of **Research Associate - Analytical - Trainee** for o2h discovery starting from **16th August 2021 (Monday)**.

B. Outlook

We @o2h have dreams and passion of seeding new ideas life science, technology and social enterprise. We hope you find the passion, skill and sheer quiet hard work of the team absolutely inspires you as it does your colleagues to continue giving everything we can. We need to be the best in the world in each of our core segments of discovery, technology, ventures and co-work labs and as we continue to learn to symbiotically combine these capabilities, we will carve out a truly unique position in the market that others will find hard to copy.

The year started off in very bumpy fashion because of the corona virus however the vaccination programs give us hope and confidence that humanity and the economy will continue moving in the right direction. We need to remain vigilant to the market risks as well as the opportunities as new horizons emerge from these market disruptions. We have intensified our investment in capital expenditure and our people which will in turn require a rapid transition to revenues against targets and the parallel control of our costs. We have significantly strengthened our senior team as well as doubling down on our ability to trust young fresh talent and develop them in our culture with a revolutionised training model.

Our seed stage venture fund under o2h ventures, is now a government approved EIS knowledge intensive fund and also an SEIS fund and we have made more than twenty investments and many of them are progressing very well. Indeed, Exonate one of earliest investments now has a milestone agreement with Johnson and Johnson and has a candidate in the clinic. We had to overcome significant issues with Reyker but the team has been robust and relentless in driving forward and we are clearly picking up speed and momentum. We continue to look for opportunities where AI meets life science as we all as early stage novel biology platforms leading to exciting new small molecule and cell based therapeutics including frontier areas such as gene editing.

We have around thirty customers in o2h discovery and have received terrific customer feedback this year. We have added an SFC and are about to add various new leading edge equipment's such as the biacore. We have won our first scale-up project and hope to break through in terms of fragment based drug discovery. We have made significant strides in terms of our biology capability including 3 new biology labs in Cambridge, a number of key recruits and more new equipment on our way to building an integrated biology and chemistry capability as well as adding various new specialist biology service lines showcasing our understanding of cell biology.

We have decisively pivoted and swerved our tech group in a whole new direction away from a team reporting to an external CEO at visibly into a customer focused team with a wide range of internal and external projects. The learning derived from working in different products and at different stages of their development lifecycles and external customer from different sectors and different people offers a very rich learning experience. We are strengthening key department leads and working hard to build the quality and depth in the team needed for the exciting opportunities that are in front of us. We have re-worked almost all our processes and expect to complete the transition over the next 12 months to a new business model akin to a commercially viable tech ideas factory that helps commercialise various product ideas that are incubated in-house as well as working directly with some of the most exciting and innovative tech companies in the world.

We will be launching the o2h co-work labs in late spring and our incubator model where we hope to create a buzzing atmosphere for a community of innovators. The Mill SciTech park will also strengthen our bonds between our team in the UK and India ensuring a more vibrant two way flow of people, skills and experiences across our two energy epicentres.

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We have visualised a home for o2h in the form of two iconic state-of-the-art research parks bridging India and the UK, and creating one of the most exciting innovation cultures and communities from around the world. With that in mind we are looking forward to the first labs of the Shirish Research Campus being operational in the summer of 2021. We also hope to take our first steps to create a more robust bridge to the USA, watch this space.

Last but not least o2h is all about our culture and in that vein, although we are all still suffering from the immense loss of our Director and head of operations Shabu Thomas in 2020, we can only hope the spirit that he embodied in terms of love, care and deep listening of all people lives on in some small way in all of us and in the fabric and DNA of our culture. We should honour what he represented and the compassion he brought to all of us. We succeeded in our community objectives in planting 10,000 trees last year and as society opens up once again we look forward to resuming our work in the community and having more shared face to face conversations, events and laughter. We are grateful to all our have done, and if you choose to join us we hope you keep adding to what we are doing as we are as curious, as hungry and as passionate as ever to see what an adventurous approach to the collaboration and cross-fertilisation of ideas and skills will lead us to in terms of new innovations.

C. Particulars, Training & Package

The conventional package shall be made up of 2 components, C1. Cost to company, and C2. Performance bonus. As discussed, the performance bonus element usually makes up 10% of the salary and is paid at the financial year end and is scaled up/down based on the collaborator’s feedback.

C1. The package could total (C1.) INR 2.52 Lakhs (CTC) + (C2.) INR 0.28 Lakhs (PB, subject to performance) = INR 2.80 Lakhs.

C2. Performance Bonus (PB)

The performance bonus which is subject to performance could be INR 0.28 Lakhs per annum payable in end of financial year in March. An overall, ‘Excel’, ‘Above Expectation’, or ‘Succeeds’ performance rating will result in the performance bonus being paid in full. An overall ‘Needs Improvement’ or ‘Needs Significant Improvement’ means that the bonus will be discretionary and may not be paid in full, and in such a case the performance bonus will be payable according to an assessment of the Directors in consultation with the team and other parties and collaborators with whom you have worked with. No other bonus at Diwali time will be payable.

D. Annual Notes to Letter

D1. OCA

We have a target based system across a range of measures which will assist in defining your contribution areas in o2h group (OCA), similar to the KRA methods you may have seen elsewhere. As this is your first year of employment the targets will be agreed within the first three months of your employment. The OCA score is based on the objective assessment provided by the primary reviewer (which is peer reviewed) and will be available to you on request. We will carry out a review process towards the end of the financial year. Any suggestions or areas for your career development highlighted in your OCA or review or from other sources may be included in your training plan.

D2. Training Plan

Enshrined in our values are the speed of learning at all levels of the organisation to help us compete in the market. We will prepare a training needs identification, TNI (training needs identified), schedule with you within 3 months of your joining to help your on-going training needs including the need to adapt to learning about life science, and the life sciences industry. All team members are required to complete a minimum of ten training sessions which are required to be completed and signed off by March 31, 2022.

E. General Notes to Letter

The issue of any pay is subject to the performance of the individual, project, business and market conditions. The Board of Directors may amend the plan during the financial year in relation to major changes in the business environment and reserve

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the right to define budgets, targets and performance accordingly. The compensation plan is continually reviewed and, if necessary, may be modified and therefore, the Board of Directors shall make appropriate judgments regarding the implementation and administration of this plan. In all matters of pay or bonuses the discretion of the Board of Directors is final and reserve the right to change policy without notice. All other terms and conditions of your employment stipulated in your appointment letter or subsequent modifications thereof remain unchanged and will be governed by company's HR policies prevalent at the time.

F. A Closing Comment

It is worth stating that any appointment, review and development process is never perfect, so we request your understanding that we work through this process with our best endeavours and diligence to assess various market, company and individual factors. We would like to kindly ask you to not discuss or disclose your compensation package with anybody other than your reporting manager or HR. Please appreciate that your compensation package is unique to you and sharing with other colleagues can result in disharmony.

G. Special Notes to Letter

G1. Group Health Insurance

We have made provisions for you to be covered under the benefit of o2h's GHI (Group Health Insurance) policy with sum insured amount of INR 3 Lakhs for self, spouse and 2 children. If you wish to enroll your parents under this policy, then the respective premium amount of your parents will be deducted from your salary as per the policy. You will however be expected to contribute to the term insurance plan that shall has been negotiated by the company at preferential rates.

G2. Transportation Facility o2h group provides transportation facility to employees FOC (free of cost) and covers every part of Ahmedabad. The transportation route is attached as a separate enclosure for your reference.

G3. Gratuity

Gratuity will be provided as per government norms which is excluded from above CTC. You will be issued an "Appointment Letter & Employment Agreement Contract" giving terms & conditions of your employment after the final fitness certificates are submitted. The same shall be binding upon you.

G4. Shift

You would be required to work in shifts. On occasions, you would be required to work in First shift (07:00 am to 03:00 pm) or General shift (09:00 am to 06:15 pm) or Special Adjusted General shift (11:00 am to 08:00 pm) or Second shift (02:00 pm to 10:00 pm) or Night Shift (10.00 pm to 07.00 am) as per the business needs at any of the o2h site.

Annexure: CTC break-up (for general understanding)

	Monthly (INR)	Yearly (INR)
Basic Salary	10,500	1,26,000
Other Allowances	10,500	1,26,000
PB*		28,000
CTC	21,000	2,80,000
PF Employer	1260	15,120
PF Employee	1260	15,120
P.Tax	200	2,400
Net salary/On hand salary	18,280	

*PB – for clarification, please read C2 clause.

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AISHE: U-0967

Criterion- 3

R,I & E

KI 3.3

M 3.3.1



This package, we believe, reflects our confidence in you as an individual and recognises your potential contribution to the success of o2h group. We very much look forward to start working with you at the earliest. If you have any questions, please do not hesitate to contact **Neetu Singh Sengar** on **+91 97249 36574** or **Shilpa Menon** on **+91 8000055220**. Please send us the signed scanned copy of the offer letter on neetu@o2h.com and shilpa.menon@o2h.com

Regards,

Neetu Singh Sengar
Human Resource

Employee: Jayesh Dhrangu

Registered Address: o2h Discovery Pvt. Ltd. (Formerly known as Oxygen Healthcare Research Pvt. Ltd.)
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Delivery - Teamwork - Detail

Integrity - Social Responsibility - Energy - Bravery

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

Offer valid for next 48 hours only

Dear Sagar Ghetiya,

25th March 2020

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

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

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

You would be required to work in shifts. On occasions, you would be required to work in First shift (07:00 am to 03:00 pm) or General shift (09:00 am to 06:15 pm) or Special Adjusted General shift (11:00 am to 08:00 pm), or Second shift (02:00 pm to 10:00 pm), as per the business needs

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

Date of Joining: 1st May 2020.

The CTC (Cost To Company) pay will be **Gross INR 2.34 Lakhs per annum.**

The annual package could total INR 2.34 Lakhs + INR 0.26 Lakhs (subject to performance) = INR 2.60 Lakhs.

The performance bonus which is subject to performance could be **INR 0.26 Lakhs per annum** payable in end of financial year in March. An overall, 'Excel', 'Above Expectation', or 'Succeeds' performance rating will result in the performance bonus being paid in full. An overall 'Needs Improvement' or 'Needs Significant Improvement' means that the bonus will be discretionary and may not be paid in full, and in such a case the performance bonus will be payable according to an assessment of the Directors in consultation with the team and other parties and collaborators with whom you have worked with. No other bonus at Diwali time will be payable.

Please refer Annexure – I for CTC break-up.

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

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

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

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

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Rajkot





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Delivery - Teamwork - Detail

Integrity - Social Responsibility - Energy - Bravery

Annexure – I

	Monthly	Yearly
Basic Salary	4,680	56,160
Dearness Allowance	3,120	37,440
Other Allowance	6,150	73,800
House Rental Allowance	3,900	46,800
Newspaper Allowance	1,000	12,000
Leave Travel Allowance	650	7,800
Performance Bonus*		26,000
CTC	19,500	2,60,000
PF Employer	936	11,232
PF Employee	936	11,232
P.Tax	200	2,400
Net salary/On hand salary	17,428	

*Performance Bonus will be paid annually at the end of March on the basis of actual working days/pro-rata basis.

**o2h is offering the benefit of GHI with sum insured amount of 2L for self, spouse and 2 children, covering maternity benefits
Transportation will be provided by o2h free of cost for o2h employees.

Gratuity will be provided as per government norms which is excluded from above CTC.

WC policy coverage is provided for all o2h employees as per norms.

This package, we believe, reflects our confidence in you as an individual and recognises your potential contribution to the success of the company. We very much look forward to start working with you at the earliest. If you have any questions please do not hesitate to contact Sonia More on +91 7434971747 or Krishna Keshwala on +91 8000801801. Please send us the scanned copy of the offer letter signed after confirmation to sonia@o2h.com and krishna@o2h.com

Regards,

Krishna Keshwala

Employee: Sagar Ghetiya

Registered Address: Oxygen Healthcare Research Pvt. Ltd, "Sharmista Research Campus ", Plot-35, Panchratna Industrial Estate,
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Offer Cum Appointment Letter

Private & Confidential

29-Jul-2021

Gogan Sakhiya
Sadguru Colony, A-2 201, A.G. Chowk, Kalawad Road, Rajkot – 360005
Rajkot
India
360005

Dear Gogan Sakhiya,

This has reference to your application and subsequent interview you had with us. Accordingly, we are pleased to offer you the position of **Senior Research Associate in Analytical Development** department, applicable to be based at **India>GUJARAT>Ahmedabad>Ahmedabad** as per the terms and conditions discussed and agreed.

You will be offered a Fixed Pay of **Rs. 289000/- (Rupees Two Lakh Eighty Nine Thousand)** per annum. Details of your compensation are attached for your reference.

Please bring the following documents along with you when you come for joining:

- Three Passport size photographs. (Red Background).
- Proof for Date of Birth.
- PAN card.
- Relieving Certificate from your ex-employer and Certificate of last drawn salary.
- Experience certificates of previous employers.
- Qualification Certificates (Original for verification and photocopies copies for our reference and record).
- Copy of Form No. 16 of immediate employer OR approved Salary Certificate for the previous financial year showing Total Gross Taxable Income, PF, Prof. Tax and Tax deducted at Source.
- Copy of Passport (if any).

Scanned with OKEN Scanner

Atmiya University, Rajkot-Gujarat-India

Registrar
Atmiya University
Rajkot





AALIDHRA PHARMACHEM PRIVATE LIMITED

Date: 24th October, 2020

Subject: **Offer Letter**

Dear Mr. Harshil K Zalavadiya,

Subsequent to the personal discussion you had with us, we are pleased to offer you the position of "Trainee – R & D" in our organization as per following terms and conditions.

You will be on the Probation for a period of six months. The Probation period can be curtailed or extended at the sole discretion of the management depending on the assessment of your overall performance.

You are request to please bring the following document in original along with Xerox copies of each at the time of your joining:

- ❖ Certificates in support of your educational qualification
- ❖ Four recent color passport size photograph.
- ❖ Copy of PAN Card and Aadhar Card
- ❖ Experience and Relieving Letter of previous organization.
- ❖ Any other certificates in supports of your participation in extracurricular activities.

The offer is valid subject to your joining on or before 10th November, 2020 and being found medically fit.

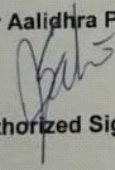
If above terms and conditions are acceptable to you, please confirm the acceptance of the offer and your Resignation letter copy by email at aalidhra@aalidhrapharmachem.com.

For any further clarification free to contact Mr. Nimit Dalal email on hr@aalidhrapharmachem.com.

We heartily welcome you for long and mutually rewarding association.

With best wishes

For Aalidhra Pharmachem Pvt. Ltd.


Authorized Signature

