



## 5.2.1.1

### **Number of outgoing students placed during the year**

**2023- 2024**

Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
2023-24	Abhishek Chavan	M.Pharm	Flamingo Pharmaceutical Ltd, Andheri East, Mumbai 400059	2.43 LPA
2023-24	Vishal Mishra	M.Pharm	USV Private Ltd, Malad (E), Mumbai-400097	3 LPA
2023-24	Pankaj Sharma	M.Pharm	Good Health Pharmaceuticals Pvt Ltd, Malad (E), Mumbai 400097	3 LPA
2023-24	Rahul Pal	M.Pharm	Molkem Chemiscals Pvt Ltd, Ahmedabad, Gujarat 380054	1.58 LPA
2023-24	Arpita Shukla	M.Pharm	Ajanta Pharma Ltd, Kandivali (W), Mumbai 400067	2.90 LPA

*Phanse*  
 PRINCIPAL  
 H.K. COLLEGE OF PHARMACY  
 Jogeshwari (W), Mumbai-400 102



# Flamingo

## APPOINTMENT LETTER

Ref: HR/2024/1600

10<sup>th</sup> October, 2024

Mr. Abhishek Chavan,  
02, Patil Chawl No.1,  
New Technical Area,  
Marol Pipe Line, Andheri E,  
Mumbai-400059

Dear Mr. Abhishek Chavan,

Welcome to Flamingo Pharmaceuticals Limited ("the Company") and congratulations on your appointment as Research Associate.

### 1. Appointment Details:

- a) Date of joining: Your appointment is effective from 10<sup>th</sup> October, 2024.
- b) Designation & Location: Your designation shall be Research Associate – F & D (Taloja).
- c) Probationary Period and Confirmation: You will be on probation for a period of six months. The period of your probation may be extended at the discretion of the Management. You will be confirmed in writing on successful completion of the probation. During the period of your probation you will not be entitled to any prerequisites / benefits that are available to confirmed employees of the company.
- d) During the course of your employment you may be transferred in such capacity as the Company may from time to time determine to any other location, department, function, establishment, or branch of the Company. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

### 2. Hours of Work:

As a full-time employee you will be required to devote substantially the whole of your time and attention during the Employer's business hours to the performance of your duties towards the Company.

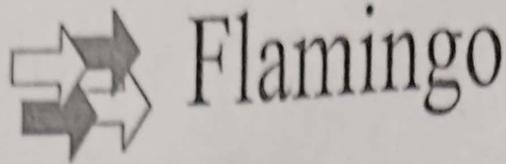
**Flamingo Pharmaceuticals Ltd.**

CIN : U51900MH11985PLC036572

Corporate Office : 7/1, Corporate Park, Sion-Trombay Road,  
P O Box No. : 27257, Chembur, Mumbai-400 071 INDIA

E-mail : [ashf@flamingopharma.com](mailto:ashf@flamingopharma.com)  
Website : [www.flamingopharma.com](http://www.flamingopharma.com)

Phone : 91 - 22 - 3310 7500  
Fax : 91 - 22 - 2523 3085  
91 - 22 - 6797 5249



### 3. Salary/fees/Compensation:

- a) You will be eligible for your salary/fees/compensation and benefits in accordance with Annexure 1 titled Salary Offer Sheet.
- b) You will be entitled to other compensation and benefits in accordance with the Company policy as modified and intimated to you from time to time.
- c) Your compensation will be reviewed periodically as per the Company policy.
- d) Changes in your compensation are at the Company's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

### 4. Other Benefits:

- a) You will be entitled to leave, holidays and working hours as applicable to your position in the Company as well as the location of posting.
- b) You will be eligible for perquisites, if any, as applicable to your post and / or based on functional requirements as determined by the Company.
- c) You will be covered by the Company's employee benefits programme comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

### 5. Notice Period:

- a) While you are on probation, your employment may be terminated by one month notice, or one month basic salary pay in lieu thereof, by either side, to be given in writing, with or without assigning any reason.
- b) Upon confirmation of your services, the employment relationship can be terminated by three month's notice, or three month's basic salary pay in lieu thereof, by either side, to be given in writing. During the employment period, your services are liable to be dispensed with at any time, without any notice/compensation or assigning any reasons thereof. If you resign, in no case, you will adopt coercive methods for an early relieving. It is solely the discretion of the company to decide on this matter. In case you resort to detrimental behavior and your conduct reflects indiscipline during the notice period, the company is authorized to withhold your relieving letter, service letter & recover damages as decided by the company from your settlement. The company reserves the right to pay or recover salary in lieu of notice period and may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period without compensation for the un-expired period and is not bound to give any reason thereof.

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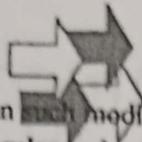
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changed based on such modified responsibilities or new assignments and you will be subject to the rules and regulations applicable to that location at that time.

- e) We at Flamingo are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct and other policies of the Company as they form an integral part of the terms of your employment with the Company. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- f) Consistent with (e) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

## 8. Conflicts of Interest:

- a) You are required to engage yourself exclusively in the work assigned by the Company and shall not take up any independent or individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of the management.
- b) You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of the Company.
- c) The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of two year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
  - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection.
  - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
  - iii. Any existing employee to become associated with or perform services of any type for any third party.
- d) In case of any conflict or doubt, please discuss the matter with your Business Unit/ Function head, understand the position of the Company and resolve the conflict.

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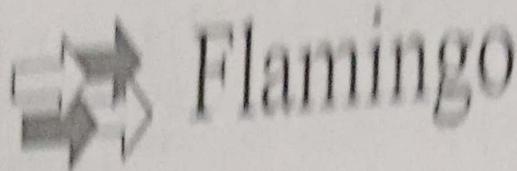
### Flamingo Pharmaceuticals Ltd.

CIN : U51999MH11985PLC036572

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#### 6. Leave:

- a) You will not be entitled for leaves during probation. On confirmation, you will be entitled for leaves as per the company's standard policy.
- b) If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily abandoned your employment without giving any notice unless you:
  - (i) return to work within 8 days from the commencement of such absence and
  - (ii) give an explanation in writing to the satisfaction of the management regarding such absence
- c) Female employees will eligible for maternity leave as per ESIC Act 1948 or Maternity Benefit Act 1961 as applicable.

#### 7. Responsibilities:

- a) At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly. Your performance and the successful completion of your assignments may be critical to the success of the company and therefore, you will be expected to put forth time and effort as required.
- b) In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- c) **Travel:** You may be required to undertake travel on the Company work for which you will be reimbursed travel expenses as per the Company policy applicable to you.
- d) **Modification of Responsibilities / Transfer:** The Company retains the right to modify your responsibilities in nature of your work from time to time or to transfer your primary workplace to any other location, department or branch of the company. In case of being posted at factory you may be required to work in shifts, if exigencies demand. The terms and conditions of your employment will not be

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#### Flamingo Pharmaceuticals Ltd.

CIN : U51962MH1992PLC093572

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## 9. Confidentiality:

- a) In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).
- b) In your work for the Company, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.
- c) You will not at any time without the consent of the company, disclose or make public except on legal obligations any information regarding the company's affairs or administration within or outside the company. You shall not divulge or misuse for personal benefit any information, trade knowledge, technical knowledge etc. that you may acquire by virtue of your position in the company during the discharge of your duties.
- d) Your position involves lot of business transactions and handling of confidential company information. You hereby assure that you will be committed to your job, you will demonstrate highest class of integrity and you will never compromise on it. You will be fully honest to your job. You have committed that you will not indulge in internal or external gossiping. You will not resort to loose talks whether it's external or internal. In the event of your non-compliance, the company will take strict disciplinary action against you including immediate termination without notice pay from the company. You have agreed not to give opportunity for such disciplinary action as you will be dedicated to your position, company and its management.
- e) Further, all apparatus, instruments, notes, photographs, machines, tools etc. & preparation used by you in course of your work are the property of the company and must be surrendered on the termination of your employment or when required by the management.

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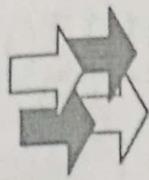
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## 10. Assignment of Intellectual Property

During your tenure with the Company you shall disclose and assign to the Company as its exclusive property, all developments developed or conceived by you solely or jointly with others that are related to the Company's business or that results from work that you perform for the Company or using the Company's equipment, supplies or facilities and shall comply with the Policies of the Company in relation to Intellectual Property.

11. In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you would be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company.

(i) Non Competing: - The employee agrees that for a period of Five years [5 years] after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), The employee will not accept any offer of employment from Flamingo Pharmaceuticals Ltd direct or indirect Indian or International competitor/s or a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the course of employment.

(ii) Non Poaching:- The employee agrees that for a period of five years, he shall not directly or indirectly in any manner whatsoever induce, solicit, entice, procure or encourage any employee of Flamingo Pharmaceuticals Ltd or Flamingo UK or any of its subsidiaries, or those employed by its Contractor's, or the Contractors, Customers, Franchisees or any associate or affiliate of the company to leave the company &/or enter into a business or job similar to that of the company which directly or indirectly competes with the company or its affiliates. The employee agrees unconditionally and unequivocally that the company shall be entitled to injunctive reliefs as well as damages, including reasonable costs for any litigation incurred for this purpose, for any violation of this clause.

## 12. General:

a) You have declared and affirmed that you are not debarred to service pharmaceutical company by your employer/s. If your previous employer/s files any suit or takes any legal action against you due to your servicing in Flamingo Pharmaceuticals Limited, then you shall be solely responsible for the financial and non-financial consequences of the same and Flamingo Pharmaceuticals Limited shall never be made party to such suit/ legal action.

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- b) You are totally prohibited to carry on any other business, profession, vocation, etc. by whatsoever name called, whether part time or full time or honorary whether it conflicts with business interest of the company or not, without prior and explicit written permission from the management.
- c) You will not appear in any examination, attend seminars, training, conferences or any other external affiliations without prior permission in writing from the management and it will be the sole discretion of the management to grant such permission or not.
- d) You shall take due care of all the properties of the company in your possession or under your control by virtue of your position, including fixed and moving, tangible and intangible assets, papers, documents, machines, tools etc. and hold them as trustee on behalf of the Company and avoid any damage, loss or destruction of the same in case you damage such properties, commensurate loss as decided by company will be recovered from you and any other action as the management may deem fit and proper in the circumstances of the case may be taken against you.
- e) This offer of appointment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.
- f) You shall communicate any change in your residential address as well as personal status to the company. All communications sent to you in normal course on the address and contact details given by you shall be deemed to have been received by you. In case of any change in the address, e-mail ID, telephone numbers and any other communications details, during the course of employment, it will be your duty to intimate the management in writing within three days from the date of such change and would get the change so recorded in the Register of Addresses maintained for the purpose by the company. You will also receive any communication when any communication is delivered to you personally and shall sign the copy of the same in token of its having been received.
- g) Date of birth on the service record as furnished by you is final and not liable to change subsequently. You will be retired on attaining age of 58 years.
- h) Your appointment is subject to your being declared medically fit in the medical check-ups, which may be conducted periodically. On being found that you are medically unfit, your services are liable to be terminated. The management shall have the right to get you re-examined from any registered Medical Practitioner / Surgeon / Physician as appointed by the management whose decision shall be final and binding.
- i) The employment terms in this Agreement are subject to change with the change in the Company policies.

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- j) Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- k) These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you relating to the same subject matter.
- l) You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- m) During the employment you have to comply by all policies of the Company. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.
- n) No groups representing the company or employees should be formed online on any social media platform during or after separation from the company.

**13. Termination of Employment:** The expression 'termination of employment' for the purposes of this appointment would mean your separation from the Company by any of the following means:

- a) Separation by way of you tendering your resignation- In case of resignation/separation from the services of the company, you will not be eligible for payment of performance incentive, service allowance or such other similar scheme, if applicable.
- b) Separation by way of dismissal on ground of indiscipline/misconduct- If at any time you shall by your conduct render yourself incompetent to perform your duties or if you should be dishonest, disobedient, intemperate, irregular in attendance, or engage in any behavior or conduct that is subversive of discipline in the establishment or you commit any breach of the terms of your appointment or if any of its stipulations herein contained, or are found negligent of duties or accept any commission, discount or illegal gratification or are tried and /or convicted for any criminal offence during your employment or place personal considerations of any nature above the employer's interests or act otherwise against the interests and image of the employer, or if by your conduct or behavior with doctors/clients/customers the company loses trust and/or confidence in your ability to secure the interests of the company, then the

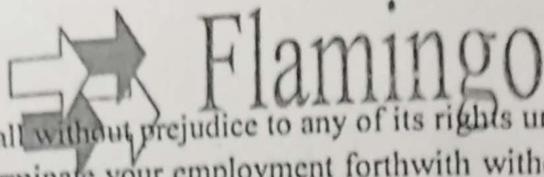
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Company shall without prejudice to any of its rights under the terms herein, be entitled to terminate your employment forthwith without notice and to deduct from your salary or other emoluments (if any) then due to you, the amount of loss the Company may have sustained.

- c) Separation by way of dismissal on grounds of poor work performance as governed by the company policy of performance management/ work performance appraisal.
- d) Continued absence without sufficient cause or authorization, of which the Company shall be the sole judge on abandoning your services.

14. It is agreed that it shall be open to the Company from time to time to add, to modify, or modify any remuneration, benefit, facility or perquisite that may be extended to you, on a review of the Company's functioning, finances, and prospects and you shall be bound by the Company's decision in this behalf. You will be governed by the rules and regulations framed time to time by the company.

15. Your appointment in the company is subject to your declaration and information provided by you being true and accurate. This offer of employment will become void in the event of the information proving to be false or you have suppressed material facts or have not submitted relevant testimonies or have misrepresented to the company about your qualifications/experience or other facts.

16. Notwithstanding any of the clauses of this letter of appointment, any disputes between the parties will be pursued within the territorial jurisdiction of the city of Mumbai.

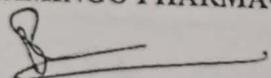
Please sign this letter as an indication of your acceptance of the terms and conditions of employment.

On behalf of the management and staff at FLAMINGO, we extend a warm welcome to you and wish you all the best for success in your new assignment.

Thanking you,

Yours faithfully,

For FLAMINGO PHARMACEUTICALS LIMITED

  
AUTHORISED SIGNATORY

I declare that I am not either directly or indirectly related to the Managing Director or any other Director of the Company and should I become so related in future, I shall intimate to the Company.

I agree to the above terms and conditions and have joined on 10 Oct 2024.

Signature: Abhishek  
(Abhishek Chavan)

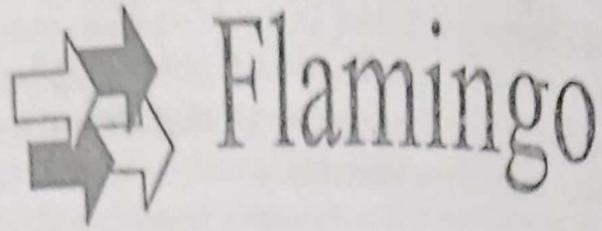
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October 10, 2024

ANNEXURE 1

Name : Mr. Abhishek Chavan  
Designation : Research Associate – F & D  
Location : Taloja

SALARY STRUCTURE

	Rs.P.M (WEF 10.10.2024)	Rs.P.A.
Basic	8500	
Special / Dearness Allowance	7732	
H.R.A.	896	
Total	17128	205536
E.P.F.	1800	21600
Total		227136
ESIC		6680
Gratuity		9365
Gross Total		243181

Gratuity is subject to on completion of five years of continuous service.

Abhishek Chavan

Signature:-

**USV Private Limited**

Arvind Vitthal Gandhi Chowk,  
B.S.D. Marg, Govandi, Mumbai - 400 088 INDIA.  
Phone : +91-22-2556 4048 Fax : +91-22-2558 4025  
CIN : U24250MH1001PTC012098  
web : www.usvinda.com



July 03, 2024

Mr. Vishal Shivkumar Mishra  
Manavdharm Rahivashi Seva Sangh  
Film City Road, Opposite Wagesheswari Mandir  
Malad (E), Mumbai - 400097  
Maharashtra, India

**OFFER LETTER**

Dear Vishal,

Congratulations on your selection in USV!

This refers to your application and the subsequent interviews you had with us, we are pleased to inform you that you have been selected in the **Officer** cadre in Level **L2 (B)** designated as **Research Associate II** at **Govandi**. The notice period for your cadre is 3 months.

The said offer is subject to:

1. The standard terms and conditions as explained and agreed between us in our meeting.
2. Your medical fitness certificate.
3. Your positive reference checks.
4. Submission of documents required at the time of joining, as per Annexure I.

We would like you to join us on or before **July 16, 2024 at 9.00 AM** at USV Pvt. Ltd., B.S.D Marg, A V Gandhi Chowk, Govandi and you will have to meet Mr. Rohan Kale, Senior Manager - HR for completing your joining formalities, post which the detailed appointment letter will be issued to you.

Please acknowledge the duplicate copy of this Offer Letter as a token of your acceptance of this offer.

We look forward to have you in our midst at the earliest!

Yours faithfully,

DocuSigned by:

*Rohan Ashok Kale*

D1A1DA032D0B41C

**Rohan Ashok Kale**

HR Department

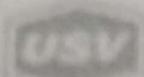
CC: Personal file /HOD

Signed by:  
*VSM*

061889FA3F15482

July 4, 2024

Received & Accepted  
(Vishal Shivkumar Mishra)



**USV PRIVATE LIMITED**



**Vishal Mishra**  
**Function : BRL**

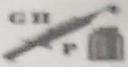
**E Code : 033709**

**B.G.: O+**

*AMV*

*Your reliable healthcare partner*

*Issuing Authority*



# GOOD HEALTH PHARMACEUTICALS PRIVATE LIMITED

Date: 09/07/2024

Mr. PANKAJ SHARMA  
APPAPADA KURAR VILLAGE,  
MALAD (E), MUMBAI-400097.  
MOBILE NO: +91 81045 98133

Subject: Offer of Employment at Good Health Pharmaceuticals Private Limited.

In continuation to recent discussions, we had with you, we are pleased to offer you position of Research Scientist in Formulation & Development Department at R&D centre based at Hojiwala Industrial Estate, Surat. Your roles and responsibilities will be communicated to you in detail at later point of time.

You will be entitled to compensation and benefits as per discussion with you during the interview. The details of your package will be given to you on the day of your joining, even before joining formalities start. The remuneration will be renewed every year based on your performance.

All payments made to you (except for reimbursement) are subject to deduction of taxes per state and federal laws. Except taxes, no other deduction will be made from your salary. At the end of financial year, our chartered accountants will issue Form-16 detailing tax deductions made during the year.

At the time of joining, you're required to bring copies all education qualifications, experience certificates, relieving letters, salary slips and other training certificates if any.

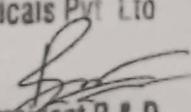
Good Health family, is truly excited to welcome you on board as soon possible and be part of the family.

As token of acceptance of this offer, please sign on copy of this letter and mention anticipated date of joining.

Please feel free to contact me for any further information.

Thank you,

For Good Health Pharmaceuticals Pvt Ltd  
Dr Basavaraj,  
President, R&D

  
President R & D

Research and Development Centre, Plot No: D-50/16, Road Number: 22, Hojiwala Industrial Estate, Sachin-Palsana Road, Sachin. Surat, 39230. Gujarat. Phone: +91 81051 01470.

**PAYSLIP FOR JULY 2024**

Name	<u>Rahul Pal</u>	PAN	EUZPP2186P
Employee Code	0131	Sex	Male
Designation	Trainee Executive	Account Number	2049118265
Location	Ahmedabad	PF Account Number	ADNS145155561654
Joining Date	15/07/2024	PF UAN	594848465114
Leaving Date		ESI Number	
Tax Regime	NEW		

<b>PAY DAYS:</b>	<b>ATTENDANCE ARREAR DAYS:</b>	<b>INCREMENT ARREAR DAYS:</b>
17.00	0.00	0.00

EARNINGS (INR)					DEDUCTIONS (INR)	
COMPONENTS	RATE	MONTHLY	ARREAR	TOTAL	COMPONENTS	TOTAL
Basic	8440.00	4628.00	0.00	4628.00	PF	1365.00
HRA	3376.00	1851.00	0.00	1851.00	PT	200.00
Conveyance Allowance	1600.00	877.00	0.00	877.00	TOTAL DEDUCTIONS	1565.00
Leave Travel Allowance	5000.00	2742.00	0.00	2742.00		
Medical Allowance	1250.00	685.00	0.00	685.00		
Special Allowance	4447.00	2439.00	0.00	2439.00		
<b>TOTAL EARNINGS</b>	<b>24113.00</b>	<b>13222.00</b>	<b>0.00</b>	<b>13222.00</b>		

NET PAY (INR)	11657.00
NET PAY IN WORDS	Eleven Thousand Six Hundred Fifty Seven Only

**LEAVE BALANCE**

LEAVE TYPE	OPENING BALANCE	AVAILED LEAVE	CLOSING BALANCE
Earned Leave	0.00	0.00	0.82
Casual Leave	0.00	0.00	7.00
Sick Leave	0.00	0.00	7.00
WFH	0.00	0.00	5.57

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**Molkem Chemicals Pvt. Ltd.**

401, 5th Floor, Naindhara, Nr. GNFC Infotower, S.G. highway, Bodakdev, Ahmedabad-380 054, Gujarat, India.

Office : +91 7926853533 Email : hello@molkem.com Website : www.molkem.com

Note: This is a system generated payslip, does not require any signature.

APL/HR/APP/11-24/89823

November 07, 2024

**SUBJECT TO MUMBAI JURISDICTION**  
**APPOINTMENT ORDER**

**MS. ARPITA SHUKLA**  
B-106, SAMTARAJ  
MANAV MANDIR COMPLEX, AMBADI ROAD  
VASAI (W)  
PALGHAR - 401202  
MAHARASHTRA

Dear Ms. Arpita Shukla,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an appointment in our organisation as **OFFICER - DRA - ROW** in Grade .E2 w.e.f. **NOVEMBER 04, 2024**. The detailed terms and conditions of your employment shall be as under:

1. Your compensation package will be as per the enclosed Annexure. Any change in the government taxes will be to your account. In case you do not provide your Permanent Account Number (PAN), highest tax rates will apply to all amounts on which tax is deductible at source, under the applicable tax laws.
2. The company reserves the right to change the compensation structure and/or the components of the compensation from time to time. The statutory payments included in your compensation package are based on prevailing provisions of the Labour laws, and are subject to changes from time to time. Further, please note that such changes or modification to the statutory payments shall not be treated as change in service conditions and, therefore, no notice of such change shall be provided to you.
3. You will be entitled to coverage under **Group Mediclaim Policy** (Incase if you have opted for it) or **ESI**, as applicable and **Group Personal Accident Policy**, from 10th day of subsequent month of your joining, as per company rules.
4. You will keep us informed in writing of any addition / deletion in your family status due to events like marriage, child birth or death etc., immediately but not later than 15 days from the date of said event.
5. You will be eligible for the **Employee's Provident Fund** from the date of joining, which is operated through **Regional Provident Fund Office** and you will be required to contribute @12% of your earned PF wages per month towards the same as per "The Employees" Provident Funds and Miscellaneous Provisions Act, 1952.
6. You will be eligible for **Gratuity** as per the Payment of Gratuity Act, 1972 from first day of your joining. However, for life coverage benefit, you will be covered under the Employees Group Gratuity Scheme from 10th (Tenth) day of subsequent month of your joining.
7. You will be entitled to leaves as per company rules.

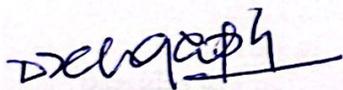
Date:

11-Nov-2024

## ANNEXURE

Name ARPITA SHUKLA  
 Designation OFFICER  
 Gender FEMALE  
 Area of Operation DRA - ROW  
 Function / Division DRA  
 Grade .E2  
 Final CTC (After Health Insurance) 2,90,000  
 HQ AJANTA RESEARCH CENTRE  
 Date of Joining 4-Nov-24

EARNINGS		DEDUCTIONS	
Basic Salary	10,915.00	PF	1,704.00
Education Allowance	550.00	ESIC	0.00
LTA	1,095.00	PT	200.00
Other Allowance	1,640.00		
PF Wages - In case basic is less than Rs. 15,000/- p.m. (A)	14,200.00		
HRA	5,460.00		
Advance against Bonus/Ex-Gratia	2,185.00		
HRA & Advance against Bonus / Ex-Gratia (B)	7,645.00		
<b>Total Monthly Salary</b>	<b>21,845.00</b>	<b>Total Deductions</b>	<b>1,904.00</b>
<b>12 Months Gross Salary</b>	<b>2,62,140.00</b>	<b>Net salary</b> (Subject to TDS, as applicable)	<b>19,941.00</b>
Provident Fund (Employer's Contribution)	20,450.00		
Gratuity	6,370.00		
Health Insurance	1,106.00	(Self)	
<b>Annual CTC</b>	<b>2,90,066.00</b>		


 GENERAL MANAGER - HR

SR. VICE PRESIDENT - HR

Note: In the event of any change in relevant statutes, impacting salary / its components, which form part of your CTC, the Company reserves the right to retain the agreed CTC and modify the salary components, accordingly.



*ajanta pharma limited*



Name : ARPITA SHUKLA

Emp. No. : 89823

Blood Gr. : B+

Function : DRA

(Authorised Signatory)

**Ajanta House, Charkop, Kandivli (West),  
Mumbai - 400 067. T+ 91 22 66061000  
F+ 91 22 6606 1200 / 300**