



VISWANADHA INSTITUTE OF PHARMACEUTICAL SCIENCES

Affiliated to J.N.T.U.K-Kakinada, Approved by PCI & A.I.C.T.E, New Delhi

Mindhivanipalem (V) Sontyam(P) Anandapuram (M)Visakhapatnam (Dist) 531173

E-mail : principalvni@yahoo.co.in

**PLACEMENT & HIGHER
EDUCATION
2018-2019**



VISWANADHA INSTITUTE OF PHARMACEUTICAL SCIENCES

Affiliated to J.N.T.U.K-Kakinada, Approved by PCI & A.I.C.T.E, New Delhi

Mindhivanipalem (V) Sontyam(P) Anandapuram (M)Visakhapatnam (Dist) 531173

E-mail : principalvni@yahoo.co.in

PLACEMENT CELL ANNUAL REPORT

A.Y.: 2018-19

S.NO	Name of the Student	Qualification	Name of the Employer	Contact Details	Salary (INR Per annum)
1.	NAGA GEETHA PENTAKOTA	M.PHARMACY	WNS	08916696050	2.4 LPA
2.	RAMESH YADAVEAGALA	M.PHARMACY	WNS	08916696050	2.4 LPA
3.	SHILPAKARAMCHETY	M.PHARMACY	WNS	08916696050	2.4 LPA
4.	RAOMUDILI	M.PHARMACY	WNS	08916696050	2.4 LPA
5.	SIREESHA AUGGINA	M.PHARMACY	WNS	08916696050	2.4 LPA
6.	BONDADA MANI SAI SHRUTHI	B.PHARMACY	AUROBINDO PHARMA LTD	914023736370	1.9 LPA
7.	GOLAGANI SRIKANTH	B.PHARMACY	AUROBINDO PHARMA LTD	914023736370	1.9 LPA
8.	MALLA MOUNIKA PRASOONA	B.PHARMACY	AUROBINDO PHARMA LTD	914023736370	1.9 LPA
9.	NISTALA ANNAPOORNA MEGHA SREE	B.PHARMACY	AUROBINDO PHARMA LTD	914023736370	1.9 LPA
10.	YEGIREDDY NIHARIKA	B.PHARMACY	AUROBINDO PHARMA LTD	914023736370	1.9 LPA
11.	DEEPTIMAHANATHI LIKITHA SRI	B.PHARMACY	PFIZER HEALTHCARE INDIA PRIVATE LTD	914461568000	1.8 LPA
12.	KASIREDDY VIYAYA LAXMI	B.PHARMACY	PFIZER HEALTHCARE INDIA PRIVATE LTD	914461568000	1.8 LPA
13.	KOLLURI RUPA SRAVANI	B.PHARMACY	PFIZER HEALTHCARE INDIA PRIVATE LTD	914461568000	1.8 LPA
14.	KOTA SOWNDARYA	B.PHARMACY	PFIZER	914461568000	1.8 LPA



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E-mail : principalvni@yahoo.co.in

			HEALTHCARE INDIA PRIVATE LTD		
15.	NAYANA PRAVALLIKA SONY	B.PHARMACY	PFIZER HEALTHCARE INDIA PRIVATE LTD	914461568000	1.8 LPA
16.	RUPAVATHI DUKKA	B.PHARMACY	WNS	08916696050	2.2 LPA
17.	VASAVI PALAVALASA	B.PHARMACY	WNS	08916696050	2.2 LPA
18.	MRUDHULA VOOTA	B.PHARMACY	WNS	08916696050	2.2 LPA
19.	LAKSHMI SUDHA DANTHULURI	M.PHARMACY	WNS	08916696050	2.4 LPA
20.	SRAVANI GUJJELI	M.PHARMACY	WNS	08916696050	2.4 LPA
21.	PREMA KUMARI KADIYALA	M.PHARMACY	WNS	08916696050	2.4 LPA
22.	REVATHI RAMANI MANTHRI	M.PHARMACY	WNS	08916696050	2.4 LPA
23.	BHULAKSHMI PYLA	M.PHARMACY	WNS	08916696050	2.4 LPA
24.	TEJASWINI BUDDHA	M.PHARMACY	BIOCLINICA	08216643700	2.8 LPA
25.	SIVA PRASAD KAMAKA	M.PHARMACY	BIOCLINICA	08216643700	2.8 LPA

G. Uma Sankar
TPO

P. Umadevi
PRINCIPAL

Dr. P.UMADEVI
Principal
Viswanadha Inst. of
Pharmaceutical Sciences
Visakhapatnam - 531 173

WNS

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Date: January 02, 2018
Name: NAGA GEETHA
PENTAKOTA
Emp. No: 141906

CONFIRMATION

Dear Geetha,

Congratulations – you have been confirmed to the position of **Associate - Ops in WNS Business Consulting Services Pvt. Ltd.** This is with effect from **January 02, 2018.**

All other terms and conditions of your employment remain unchanged.

We look forward to your renewed energy and continued commitment.

Thank you once again for your contribution.

Yours Sincerely,

For WNS Business Consulting Services Pvt. Ltd.



Nitin Sardana
Corporate VP – Human Resources

WNS Business Consulting Services Pvt. Ltd.
Mantri Sterling, Plot No.341,
Survey No. 997/8, Model Colony,
Near Deep Bungalow Chowk, Pune-4

Registered Office : WNS Global Services Pvt. Ltd., Plant No. 10, Gate No. 4, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (W), Mumbai 400 079, India

CIN: U52900MH2003PTC173792

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Date: January 02, 2018
Name: RAMESH YADAVEAGALA
Emp. No: 141909

CONFIRMATION

Dear Ramesh,

Congratulations – you have been confirmed to the position of **Associate - Ops in WNS Business Consulting Services Pvt. Ltd.** This is with effect from **January 02, 2018.**

All other terms and conditions of your employment remain unchanged.

We look forward to your renewed energy and continued commitment.

Thank you once again for your contribution.

Yours Sincerely,

For WNS Business Consulting Services Pvt. Ltd.

Nitin Sardana
Corporate VP – Human Resources

WNS Business Consulting Services Pvt. Ltd.
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CIN: U52900MH2003PTC173794

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Date: January 02, 2018
Name: SHILPAKARAMCHETY
Emp. No: 141911

CONFIRMATION

Dear Shilpa,

Congratulations – you have been confirmed to the position of **Associate - Ops in WNS Business Consulting Services Pvt. Ltd.** This is with effect from **January 02, 2018.**

All other terms and conditions of your employment remain unchanged.

We look forward to your renewed energy and continued commitment.

Thank you once again for your contribution.

Yours Sincerely,

For WNS Business Consulting Services Pvt. Ltd.

Nitin Sardana
Corporate VP – Human Resources

WNS Business Consulting Services Pvt. Ltd.
Mantri Sterling, Plot No.341,
Survey No. 997/B, Model Colony,
Near Deep Bungalow Chowk, Pune-4

Registered Office : WNS Global Services Pvt. Ltd., Plant No. 1D, Gate No. 4, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (W), Mumbai 400 079, India

CIN: U52900MH2003PTC173796

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Date: January 02, 2018
Name: RAOMUDILI
Emp. No: 141913

CONFIRMATION

Dear Raomudili,

Congratulations – you have been confirmed to the position of Associate - Ops in WNS Business Consulting Services Pvt. Ltd. This is with effect from January 02, 2018.

All other terms and conditions of your employment remain unchanged.

We look forward to your renewed energy and continued commitment.

Thank you once again for your contribution.

Yours Sincerely,

For WNS Business Consulting Services Pvt. Ltd.

Nitin Sardana
Corporate VP – Human Resources

WNS Business Consulting Services Pvt. Ltd.
Mantri Sterling, Plot No.341,
Survey No. 997/8, Model Colony,
Near Deep Bungalow Chowk, Pune-4

Registered Office : WNS Global Services Pvt. Ltd., Plant No. 10, Gate No. 4, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (W), Mumbai 400 079, India

CIN: U52900MH2003PTC173798

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Date: January 02, 2018
Name: SIREESHA AUGGINA
Emp. No: 141915

CONFIRMATION

Dear Sireesha,

Congratulations – you have been confirmed to the position of **Associate - Ops** in **WNS Business Consulting Services Pvt. Ltd.** This is with effect from **January 02, 2018.**

All other terms and conditions of your employment remain unchanged.

We look forward to your renewed energy and continued commitment.

Thank you once again for your contribution.

Yours Sincerely,

For WNS Business Consulting Services Pvt. Ltd.

Nitin Sardana
Corporate VP – Human Resources

WNS Business Consulting Services Pvt. Ltd.
Mantri Sterling, Plot No.341,
Survey No. 997/8, Model Colony,
Near Deep Bungalow Chowk, Pune-4

Registered Office : WNS Global Services Pvt. Ltd., Plant No. 10, Gate No. 4, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (W), Mumbai 400 079, India

CIN: U52900MH2003PTC173799

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SRI LANKA

UAE

UK

USA

Date: 11-August-2018
Ref: APL/Unit/HR/Offer/2018
Ms. Bondada Mani Sai Shruthi

Dear **Ms. Bondada Mani Sai Shruthi**,

Letter of Offer

With reference to your application and subsequent interview you had with us, we are pleased to advise you that you have been selected for the position of **Trainee - Quality Control_UNIT - XV** in **Aurobindo Pharma Limited, Unit XV, JN Pharma City, Plot No. 17A, Road No.10, 11 & 19, 20, E Bonangi Village, Parawada, Visakhapatnam District, 531 021, Andhra Pradesh** on the terms and conditions as agreed by you at the time of interview and that are mentioned in Annexure - I.

You are advised to join on or before **14-August-2018**. You are advised to report at our Aurobindo Pharma Limited, Unit XV, JN Pharma City, Plot No. 17A, Road No.10, 11 & 19, 20, E Bonangi Village, Parawada, Visakhapatnam District, 531 021, Andhra Pradesh by 09:30 AM, to complete your joining formalities. Please note joining formalities will be taken either on **Monday, Wednesday or Friday** in any week.

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

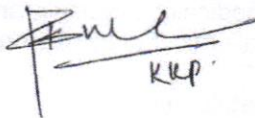
- Copies of certificates (including mark sheets) along with originals, for proof of age, educational qualifications, conduct etc.
- Independent references with phone Nos-Other than relatives.
- Passport size photographs – 08 Nos, stamp size photograph-02 Nos.
- Blood grouping certificate and medical fitness certificate- Original
- Copy of PAN card & Aadhar Card
- Recent Post card size colour photograph with family – full scape – 02 Nos for submitting the same to ESI (Family means Employee, spouse, children and dependent parents)

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

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

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

For **AUROBINDO PHARMA LIMITED**,


KRP

KIRAN KUMAR P
GENERAL MANAGER-HUMAN RESOURCES

(CIN : L24239TG1986PLC015190)

AUROBINDO PHARMA LIMITED

PAN No. AABCA7366H

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

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

www.aurobindo.com

Annexure – I

1. You will be under training for a period of one year from the date of your joining. You will be paid an amount of **Rs. 16,000/-** per Month. As a Trainee, you will not be entitled to any other benefits or privileges that are applicable to the other categories of employees.
2. On successful completion of the training period, you will be on probation for a period of six months. Be it clearly understood and agreed that as a trainee or as a probationer, you will not have any lien or right on the regular employment either during the initial or the extended period of training or probation.
3. If your performance and conduct are not satisfactory, the training or probationary period will be extended or dispensed away during the initial or at the extended period of training or probation, purely at the discretion of the Management. Unless otherwise informed to you in writing, the probation period may deem to have completed successfully.
4. The training that will be imparted to you involves considerable expenditure, both direct and indirect, financial and unliquidated. The training substantially improves your professional standing since considerable expenditure is incurred by the Company as an investment and hence the Company expects a commitment from you to serve the Company. In consideration of the training to be imparted by the Company, you shall agree and undertake irrevocably to serve the Company, by not leaving the services of the Company and without taking up employment with any other Company.
5. It is agreed and promised by you that, you shall enter into an Employment Agreement with the Company, to serve the Company for a minimum guaranteed period of three years and six months (excluding notice period) from the date of joining, out of which you being as a trainee, as a probationer and as confirmed employee. The Employment Agreement, which you entered with the Company is accepted and agreed by you voluntarily without any duress.
6. By accepting the employment agreement with the Company, you agree and acknowledge that any breach of agreement by you would lead to irreparable productivity and financial loss to the Company, for which the Company shall recover the damages from any amounts that are payable to you by the Company and further you may tend to lose lien on certain benefits as per the applicable laws.
7. You are governed by the following clauses, in case you breach of the terms and conditions of the Employment Agreement:
 - a. If you fail to complete the first two years of employment, you shall pay a compensation of Rs. 1,00,000/- (Rupees one lakh only) towards cost of training and liquidated damages,
 - b. If you fail to serve the remaining period, you shall pay to the Company a compensation of Rs.60,000/- (Rupees sixty thousand only) towards cost of training and liquidated damages.
8. You shall produce two Sureties or Guarantors for the minimum guaranteed period of three years and six months with an absolute and unrestricted right to recover the compensation as per Clause No.7, in case you fail to compensate the said amounts towards breach of agreement.
9. Your appointment is further subject to verification of the particulars furnished by you on the 'Application Form for Employment' and other documents submitted by you. In case any particulars mentioned by you and/or other documents, which you have submitted at the time of interview or joining or thereafter are found to be false or incorrect, your training / probation / confirmation shall be terminated forthwith without any notice and further appropriate legal proceedings will be initiated.
10. This appointment and your continuance in the employment are subject to you being found medically, physically and mentally fit, that are required to discharge your functional responsibilities, by the authorized Medical Officer of the Company.
11. You shall discharge such duties as may be entrusted to you from time to time by the Management.
12. You shall be governed by the Leave Rules of the Company and shall abide by the rules and regulations as well as Certified Standing Orders that are applicable to the establishment.
13. You shall work with high standards of discipline, initiative, efficiency and economy in the department or section, wherever you are posted and strive for achieving the objectives of the Company.
14. You shall devote your whole time to the business of the Organization and shall not undertake any other business or work, either directly or indirectly, whether on remuneration or not, except with written permission of the Management.

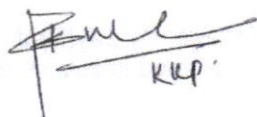
15. You shall not divulge to anyone, particulars or details of the manufacturing/quality processes, technical know-how, product portfolio, on-going projects, future projects, marketing strategies, sales promotions plans, security arrangements, or of administrative and / or organization matters, by any means of communication, whether of confidential or not, that may become known / accessible to you for being associated with the Company.
16. The Company reserves the right to depute you for a limited period or transfer you on permanent basis to any other section / department / unit / location of the Company or its subsidiary companies that exists or may come up in future within the territory of India in your capacity for which you may be found fit and suitable, without reducing your existing benefits.
17. "Current Good Manufacturing Practices (cGMPs) are regulations (laws), established by respective countries and are being monitored by their agencies, which are similar and applicable across the world. Hence, it is a mandatory responsibility of all the pharmaceutical manufacturers to establish these principles into their routine operations and ensure that a drug is safe, correctly identified, of right strength, has the purity and has the overall Quality it claims. The cGMPs exists to protect patients from dangerous, adulterated and counterfeit drugs. It is important to note that, the product that has not been manufactured according to cGMPs is considered as Adulterated Drug, even it meets all specifications. Failing to comply with cGMPs has severe implications on the Organization with respect to legal compliance, customer/ partner relations, stock holdings, reputation in the global market and in fact its existence in the market.
 - a. Non-compliance of cGMP procedures/ practices knowingly shall be considered as betrayal and breach of integrity.
 - b. Any individual fails to comply with this commitment shall be liable to a very severe disciplinary action by the Company including termination of services, based on the facts and circumstances of the case.
 - c. This clause is applicable to the employees operating in cGMP areas.
18. You shall adhere to Quality Policy and Environment, Health & Safety (EHS) Policy of the Company in true spirit without any deviations.
19. Any absence from the duty without prior written sanction and/or permission from the respective reporting superior/s shall be considered as 'Un-authorized Absence' and attracts appropriate disciplinary action.
20. At the time of leaving the services of the Company, upon completion of eligible period of service for Gratuity payment, you are required to comply with all requirements prescribed in this regard including Claim Form to be submitted to HR, in order to receive the Gratuity on time
21. Any unauthorized absence for more than 7 (seven) consecutive working days shall be construed that you voluntarily abandoned your services and your name from the Company's muster rolls will be deleted putting an end to the employee and employer relationship and you will lose lien on employment, without prejudice to the rights of the Company.
22. You shall keep the Company informed of your postal address, telephone/mobile number, e-mail or any other means of communication including changes that may occur during the period of your association with the Company. Any communication sent to the last informed address is deemed as final and served.
23. The Company shall reimburse Relocation Charges / Notice Pay to you, which is mutually agreed / as per Policy, during interview process, subject to production of relevant supporting documents and the same shall be claimed within 3 (three) months from the date of formal joining. In case you leave the services of the Organization within a period of two years, the Company has a right to recover the same from the amounts payable to you.
24. In case you take any financial loan / salary advance from the Company and fail to repay the same as agreed during the period of your association with the Company, you along with Sureties, as applicable, shall be liable for appropriate legal proceedings as per the agreements you entered with the Company.
25. Notwithstanding any of the clauses mentioned herein, the Management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.

26. Your services shall be terminable with three month's prior notice in writing on either side or three months' Notice Pay in lieu thereof.
27. You will be retired from the services of the Company on attainment of 58 years of age
28. Acceptance of this offer also confirms your consent to the Company, to carry out necessary background verification/checks on your academic credentials, previous employment and other records etc by a third party Service Provider/ internal HR team. Submission of inappropriate/false information by you will lead to termination of your employment without any notice followed by appropriate legal proceedings.
29. Your attention is drawn to the 'Code of Conduct for dealing in shares of the Company' formulated as per the requirements of SEBI (Prohibition of Insider Trading) Regulations, 2015. As per the Code, all types of dealings in the shares of the Company are subject to pre-clearance and violation of the same will lead to imposing of penalties and / or other disciplinary action by the Company and also by SEBI. Further, you are required to disclose your shareholdings in the Company held by you or your immediate relative(s) as soon as you join the Company in Annexure-5 of the said Code. You may please refer to the Code or may contact Compliance Officer at cs@aurobindo.com or ig@aurobindo.com.
30. The appropriate Courts of Law situated in Hyderabad / Secunderabad shall alone have exclusive jurisdiction to try any disputes arising out of this contract of employment.

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

We welcome you to Aurobindo family and wish you a happy and rewarding career with us.

For AUROBINDO PHARMA LIMITED,



**KIRAN KUMAR P
GENERAL MANAGER-HUMAN RESOURCES**

DECLARATION

I have read and clearly understood all the terms and conditions mentioned in the Offer Letter along with Annexure-I. I hereby accept the offer and all the terms and conditions as stated above in to.

Date:

Signature:

Date: 11-August-2018
Ref: APL/Unit/HR/Offer/2018
Mr. Golagani Srikanth

Dear **Mr. Golagani Srikanth**,

Letter of Offer

With reference to your application and subsequent interview you had with us, we are pleased to advise you that you have been selected for the position of **Trainee - Quality Control_UNIT - XV** in **Aurobindo Pharma Limited, Unit XV, JN Pharma City, Plot No. 17A, Road No.10, 11 & 19, 20, E Bonangi Village, Parawada, Visakhapatnam District, 531 021, Andhra Pradesh** on the terms and conditions as agreed by you at the time of interview and that are mentioned in Annexure - I.

You are advised to join on or before **14-August-2018**. You are advised to report at our Aurobindo Pharma Limited, Unit XV, JN Pharma City, Plot No. 17A, Road No.10, 11 & 19, 20, E Bonangi Village, Parawada, Visakhapatnam District, 531 021, Andhra Pradesh by 09:30 AM, to complete your joining formalities. Please note joining formalities will be taken either on **Monday, Wednesday or Friday** in any week.

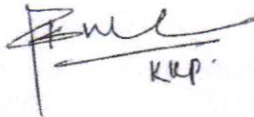
While joining, you are advised to submit the following for our verification and records:

- Copies of certificates (including mark sheets) along with originals, for proof of age, educational qualifications, conduct etc.
- Independent references with phone Nos-Other than relatives.
- Passport size photographs – 08 Nos, stamp size photograph-02 Nos.
- Blood grouping certificate and medical fitness certificate- Original
- Copy of PAN card & Aadhar Card
- Recent Post card size colour photograph with family – full scape – 02 Nos for submitting the same to ESI (Family means Employee, spouse, children and dependent parents)

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

In case you do not join us by the stipulated time, this offer will be withdrawn at the sole discretion of management. Please confirm your date of joining by e-mail Id: hr@aurobindo.com

For **AUROBINDO PHARMA LIMITED**,


K.K.P.

KIRAN KUMAR P
GENERAL MANAGER-HUMAN RESOURCES

(CIN : L24239TG1986PLC015190)

AUROBINDO PHARMA LIMITED

PAN No. AABCA7366H

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

Regd. off.: Plot No. 2, Maithrivihar, Ameerpet, Hyderabad - 500 038 T.S., INDIA Tel : +91 40 2373 8370 Fax : +91 40 2374 7340, Email : info@aurobindo.com

www.aurobindo.com

Annexure – I

1. You will be under training for a period of one year from the date of your joining. You will be paid an amount of **Rs. 16,000** /- per Month. As a Trainee, you will not be entitled to any other benefits or privileges that are applicable to the other categories of employees.
2. On successful completion of the training period, you will be on probation for a period of six months. Be it clearly understood and agreed that as a trainee or as a probationer, you will not have any lien or right on the regular employment either during the initial or the extended period of training or probation.
3. If your performance and conduct are not satisfactory, the training or probationary period will be extended or dispensed away during the initial or at the extended period of training or probation, purely at the discretion of the Management. Unless otherwise informed to you in writing, the probation period may deem to have completed successfully.
4. The training that will be imparted to you involves considerable expenditure, both direct and indirect, financial and un-liquidated. The training substantially improves your professional standing since considerable expenditure is incurred by the Company as an investment and hence the Company expects a commitment from you to serve the Company. In consideration of the training to be imparted by the Company, you shall agree and undertake irrevocably to serve the Company, by not leaving the services of the Company and without taking up employment with any other Company.
5. It is agreed and promised by you that, you shall enter into an Employment Agreement with the Company, to serve the Company for a minimum guaranteed period of three years and six months (excluding notice period) from the date of joining, out of which you being as a trainee, as a probationer and as confirmed employee. The Employment Agreement, which you entered with the Company is accepted and agreed by you voluntarily without any duress.
6. By accepting the employment agreement with the Company, you agree and acknowledge that any breach of agreement by you would lead to irreparable productivity and financial loss to the Company, for which the Company shall recover the damages from any amounts that are payable to you by the Company and further you may tend to lose lien on certain benefits as per the applicable laws.
7. You are governed by the following clauses, in case you breach of the terms and conditions of the Employment Agreement:
 - a. If you fail to complete the first two years of employment, you shall pay a compensation of Rs. 1,00,000/- (Rupees one lakh only) towards cost of training and liquidated damages,
 - b. If you fail to serve the remaining period, you shall pay to the Company a compensation of Rs.60,000/- (Rupees sixty thousand only) towards cost of training and liquidated damages.
8. You shall produce two Sureties or Guarantors for the minimum guaranteed period of three years and six months with an absolute and unrestricted right to recover the compensation as per Clause No.7, in case you fail to compensate the said amounts towards breach of agreement.
9. Your appointment is further subject to verification of the particulars furnished by you on the 'Application Form for Employment' and other documents submitted by you. In case any particulars mentioned by you and/or other documents, which you have submitted at the time of interview or joining or thereafter are found to be false or incorrect, your training probation / confirmation shall be terminated forthwith without any notice and further appropriate legal proceedings will be initiated.
10. This appointment and your continuance in the employment are subject to you being found medically, physically and mentally fit, that are required to discharge your functional responsibilities, by the authorized Medical Officer of the Company.
11. You shall discharge such duties as may be entrusted to you from time to time by the Management.
12. You shall be governed by the Leave Rules of the Company and shall abide by the rules and regulations as well as Certified Standing Orders that are applicable to the establishment.
13. You shall work with high standards of discipline, initiative, efficiency and economy in the department or section, wherever you are posted and strive for achieving the objectives of the Company.
14. You shall devote your whole time to the business of the Organization and shall not undertake any other business or work, either directly or indirectly, whether on remuneration or not, except with written permission of the Management.

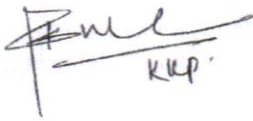
15. You shall not divulge to anyone, particulars or details of the manufacturing/quality processes, technical know-how, product portfolio, on-going projects, future projects, marketing strategies, sales promotions plans, security arrangements, or of administrative and / or organization matters, by any means of communication, whether of confidential or not, that may become known / accessible to you for being associated with the Company.
16. The Company reserves the right to depute you for a limited period or transfer you on permanent basis to any other section / department / unit / location of the Company or its subsidiary companies that exists or may come up in future within the territory of India in your capacity for which you may be found fit and suitable, without reducing your existing benefits.
17. "Current Good Manufacturing Practices (cGMPs) are regulations (laws), established by respective countries and are being monitored by their agencies, which are similar and applicable across the world. Hence, it is a mandatory responsibility of all the pharmaceutical manufacturers to establish these principles into their routine operations and ensure that a drug is safe, correctly identified, of right strength, has the purity and has the overall Quality it claims. The cGMPs exists to protect patients from dangerous, adulterated and counterfeit drugs. It is important to note that, the product that has not been manufactured according to cGMPs is considered as Adulterated Drug, even it meets all specifications. Failing to comply with cGMPs has severe implications on the Organization with respect to legal compliance, customer/ partner relations, stock holdings, reputation in the global market and in fact its existence in the market.
 - a. Non-compliance of cGMP procedures/ practices knowingly shall be considered as betrayal and breach of integrity.
 - b. Any individual fails to comply with this commitment shall be liable to a very severe disciplinary action by the Company including termination of services, based on the facts and circumstances of the case.
 - c. This clause is applicable to the employees operating in cGMP areas.
18. You shall adhere to Quality Policy and Environment, Health & Safety (EHS) Policy of the Company in true spirit without any deviations.
19. Any absence from the duty without prior written sanction and/or permission from the respective reporting superior/s shall be considered as 'Un-authorized Absence' and attracts appropriate disciplinary action.
20. At the time of leaving the services of the Company, upon completion of eligible period of service for Gratuity payment, you are required to comply with all requirements prescribed in this regard including Claim Form to be submitted to HR, in order to receive the Gratuity on time
21. Any unauthorized absence for more than 7 (seven) consecutive working days shall be construed that you voluntarily abandoned your services and your name from the Company's muster rolls will be deleted putting an end to the employee and employer relationship and you will lose lien on employment, without prejudice to the rights of the Company.
22. You shall keep the Company informed of your postal address, telephone/mobile number, e-mail or any other means of communication including changes that may occur during the period of your association with the Company. Any communication sent to the last informed address is deemed as final and served.
23. The Company shall reimburse Relocation Charges / Notice Pay to you, which is mutually agreed / as per Policy, during interview process, subject to production of relevant supporting documents and the same shall be claimed within 3 (three) months from the date of formal joining. In case you leave the services of the Organization within a period of two years, the Company has a right to recover the same from the amounts payable to you.
24. In case you take any financial loan / salary advance from the Company and fail to repay the same as agreed during the period of your association with the Company, you along with Sureties, as applicable, shall be liable for appropriate legal proceedings as per the agreements you entered with the Company.
25. Notwithstanding any of the clauses mentioned herein, the Management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.

26. Your services shall be terminable with three month's prior notice in writing on either side or three months' Notice Pay in lieu thereof.
27. You will be retired from the services of the Company on attainment of 58 years of age
28. Acceptance of this offer also confirms your consent to the Company, to carry out necessary background verification/checks on your academic credentials, previous employment and other records etc by a third party Service Provider/ internal HR team. Submission of inappropriate/false information by you will lead to termination of your employment without any notice followed by appropriate legal proceedings.
29. Your attention is drawn to the 'Code of Conduct for dealing in shares of the Company' formulated as per the requirements of SEBI (Prohibition of Insider Trading) Regulations, 2015. As per the Code, all types of dealings in the shares of the Company are subject to pre-clearance and violation of the same will lead to imposing of penalties and / or other disciplinary action by the Company and also by SEBI. Further, you are required to disclose your shareholdings in the Company held by you or your immediate relative(s) as soon as you join the Company in Annexure-5 of the said Code. You may please refer to the Code or may contact Compliance Officer at cs@aurobindo.com or ig@aurobindo.com.
30. The appropriate Courts of Law situated in Hyderabad / Secunderabad shall alone have exclusive jurisdiction to try any disputes arising out of this contract of employment.

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

We welcome you to Aurobindo family and wish you a happy and rewarding career with us.

For AUROBINDO PHARMA LIMITED,



**KIRAN KUMAR P
GENERAL MANAGER-HUMAN RESOURCES**

DECLARATION

I have read and clearly understood all the terms and conditions mentioned in the Offer Letter along with Annexure-I. I hereby accept the offer and all the terms and conditions as stated above in to.

Date:

Signature:

Date: 11-August-2018
Ref: APL/Unit/HR/Offer/2018
Ms. Malla Mounika Prasoon

Dear **Ms. Malla Mounika Prasoon**,

Letter of Offer

With reference to your application and subsequent interview you had with us, we are pleased to advise you that you have been selected for the position of **Trainee - Quality Control_UNIT - XV** in **Aurobindo Pharma Limited, Unit XV, JN Pharma City, Plot No. 17A, Road No.10, 11 & 19, 20, E Bonangi Village, Parawada, Visakhapatnam District, 531 021, Andhra Pradesh** on the terms and conditions as agreed by you at the time of interview and that are mentioned in Annexure - I.

You are advised to join on or before **14-August-2018**. You are advised to report at our Aurobindo Pharma Limited, Unit XV, JN Pharma City, Plot No. 17A, Road No.10, 11 & 19, 20, E Bonangi Village, Parawada, Visakhapatnam District, 531 021, Andhra Pradesh by 09:30 AM, to complete your joining formalities. Please note joining formalities will be taken either on **Monday, Wednesday or Friday** in any week.

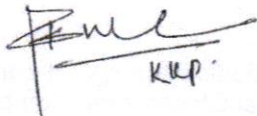
While joining, you are advised to submit the following for our verification and records:

- Copies of certificates (including mark sheets) along with originals, for proof of age, educational qualifications, conduct etc.
- Independent references with phone Nos-Other than relatives.
- Passport size photographs – 08 Nos, stamp size photograph-02 Nos.
- Blood grouping certificate and medical fitness certificate- Original
- Copy of PAN card & Aadhar Card
- Recent Post card size colour photograph with family – full scape – 02 Nos for submitting the same to ESI (Family means Employee, spouse, children and dependent parents)

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

In case you do not join us by the stipulated time, this offer will be withdrawn at the sole discretion of management. Please confirm your date of joining by e-mail Id: hr@aurobindo.com

For **AUROBINDO PHARMA LIMITED**,



KIRAN KUMAR P
GENERAL MANAGER-HUMAN RESOURCES

(CIN : L24239TG1986PLC015190)

AUROBINDO PHARMA LIMITED

PAN No. AABCA7366H

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

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

www.aurobindo.com

Annexure – I

1. You will be under training for a period of one year from the date of your joining. You will be paid an amount of **Rs. 16,000** /- per Month. As a Trainee, you will not be entitled to any other benefits or privileges that are applicable to the other categories of employees.
2. On successful completion of the training period, you will be on probation for a period of six months. Be it clearly understood and agreed that as a trainee or as a probationer, you will not have any lien or right on the regular employment either during the initial or the extended period of training or probation.
3. If your performance and conduct are not satisfactory, the training or probationary period will be extended or dispensed away during the initial or at the extended period of training or probation, purely at the discretion of the Management. Unless otherwise informed to you in writing, the probation period may deem to have completed successfully.
4. The training that will be imparted to you involves considerable expenditure, both direct and indirect, financial and unliquidated. The training substantially improves your professional standing since considerable expenditure is incurred by the Company as an investment and hence the Company expects a commitment from you to serve the Company. In consideration of the training to be imparted by the Company, you shall agree and undertake irrevocably to serve the Company, by not leaving the services of the Company and without taking up employment with any other Company.
5. It is agreed and promised by you that, you shall enter into an Employment Agreement with the Company, to serve the Company for a minimum guaranteed period of three years and six months (excluding notice period) from the date of joining, out of which you being as a trainee, as a probationer and as confirmed employee. The Employment Agreement, which you entered with the Company is accepted and agreed by you voluntarily without any duress.
6. By accepting the employment agreement with the Company, you agree and acknowledge that any breach of agreement by you would lead to irreparable productivity and financial loss to the Company, for which the Company shall recover the damages from any amounts that are payable to you by the Company and further you may tend to lose lien on certain benefits as per the applicable laws.
7. You are governed by the following clauses, in case you breach of the terms and conditions of the Employment Agreement:
 - a. If you fail to complete the first two years of employment, you shall pay a compensation of Rs. 1,00,000/- (Rupees one lakh only) towards cost of training and liquidated damages,
 - b. If you fail to serve the remaining period, you shall pay to the Company a compensation of Rs.60,000/- (Rupees sixty thousand only) towards cost of training and liquidated damages.
8. You shall produce two Sureties or Guarantors for the minimum guaranteed period of three years and six months with an absolute and unrestricted right to recover the compensation as per Clause No.7, in case you fail to compensate the said amounts towards breach of agreement.
9. Your appointment is further subject to verification of the particulars furnished by you on the 'Application Form for Employment' and other documents submitted by you. In case any particulars mentioned by you and/or other documents, which you have submitted at the time of interview or joining or thereafter are found to be false or incorrect, your training / probation / confirmation shall be terminated forthwith without any notice and further appropriate legal proceedings will be initiated.
10. This appointment and your continuance in the employment are subject to you being found medically, physically and mentally fit, that are required to discharge your functional responsibilities, by the authorized Medical Officer of the Company.
11. You shall discharge such duties as may be entrusted to you from time to time by the Management.
12. You shall be governed by the Leave Rules of the Company and shall abide by the rules and regulations as well as Certified Standing Orders that are applicable to the establishment.
13. You shall work with high standards of discipline, initiative, efficiency and economy in the department or section, wherever you are posted and strive for achieving the objectives of the Company.
14. You shall devote your whole time to the business of the Organization and shall not undertake any other business or work, either directly or indirectly, whether on remuneration or not, except with written permission of the Management.

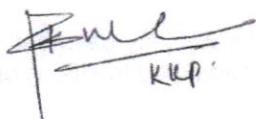
15. You shall not divulge to anyone, particulars or details of the manufacturing/quality processes, technical know-how, product portfolio, on-going projects, future projects, marketing strategies, sales promotions plans, security arrangements, or of administrative and / or organization matters, by any means of communication, whether of confidential or not, that may become known / accessible to you for being associated with the Company.
16. The Company reserves the right to depute you for a limited period or transfer you on permanent basis to any other section / department / unit / location of the Company or its subsidiary companies that exists or may come up in future within the territory of India in your capacity for which you may be found fit and suitable, without reducing your existing benefits.
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You are required to return the copy of this Letter of Offer along with Annexure-I duly signed by you as a token of your acceptance of all the terms and conditions.

We welcome you to Aurobindo family and wish you a happy and rewarding career with us.

For AUROBINDO PHARMA LIMITED,



**KIRAN KUMAR P
GENERAL MANAGER-HUMAN RESOURCES**

DECLARATION

I have read and clearly understood all the terms and conditions mentioned in the Offer Letter along with Annexure-I. I hereby accept the offer and all the terms and conditions as stated above in to.

Date:

Signature:

Date: 11-August-2018
Ref: APL/Unit/HR/Offer/2018
Ms. Nistala Annapoorna Megha Sree

Dear **Ms. Nistala Annapoorna Megha Sree**,

Letter of Offer

With reference to your application and subsequent interview you had with us, we are pleased to advise you that you have been selected for the position of **Trainee - Quality Control_UNIT - XV** in **Aurobindo Pharma Limited, Unit XV, JN Pharma City, Plot No. 17A, Road No.10, 11 & 19, 20, E Bonangi Village, Parawada, Visakhapatnam District, 531 021, Andhra Pradesh** on the terms and conditions as agreed by you at the time of interview and that are mentioned in Annexure - I.

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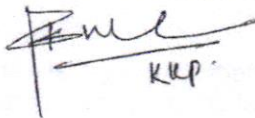
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- Independent references with phone Nos-Other than relatives.
- Passport size photographs – 08 Nos, stamp size photograph-02 Nos.
- Blood grouping certificate and medical fitness certificate- Original
- Copy of PAN card & Aadhar Card
- Recent Post card size colour photograph with family – full scape – 02 Nos for submitting the same to ESI (Family means Employee, spouse, children and dependent parents)

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

In case you do not join us by the stipulated time, this offer will be withdrawn at the sole discretion of management. Please confirm your date of joining by e-mail Id: hr@aurobindo.com

For **AUROBINDO PHARMA LIMITED**,


K.K.P.

KIRAN KUMAR P
GENERAL MANAGER-HUMAN RESOURCES

(CIN : L24239TG1986PLC015190)

AUROBINDO PHARMA LIMITED

PAN No. AABCA7366H

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

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Annexure – I

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5. It is agreed and promised by you that, you shall enter into an Employment Agreement with the Company, to serve the Company for a minimum guaranteed period of three years and six months (excluding notice period) from the date of joining, out of which you being as a trainee, as a probationer and as confirmed employee. The Employment Agreement, which you entered with the Company is accepted and agreed by you voluntarily without any duress.
6. By accepting the employment agreement with the Company, you agree and acknowledge that any breach of agreement by you would lead to irreparable productivity and financial loss to the Company, for which the Company shall recover the damages from any amounts that are payable to you by the Company and further you may tend to lose lien on certain benefits as per the applicable laws.
7. You are governed by the following clauses, in case you breach of the terms and conditions of the Employment Agreement:
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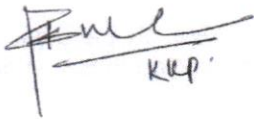
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We welcome you to Aurobindo family and wish you a happy and rewarding career with us.

For AUROBINDO PHARMA LIMITED,



KKP

**KIRAN KUMAR P
GENERAL MANAGER-HUMAN RESOURCES**

DECLARATION

I have read and clearly understood all the terms and conditions mentioned in the Offer Letter along with Annexure-I. I hereby accept the offer and all the terms and conditions as stated above in to.

Date:

Signature:

Date: 11-August-2018
Ref: APL/Unit/HR/Offer/2018
Ms. Yegireddy Niharika

Dear **Ms. Yegireddy Niharika**,

Letter of Offer

With reference to your application and subsequent interview you had with us, we are pleased to advise you that you have been selected for the position of **Trainee - Quality Control_UNIT - XV** in **Aurobindo Pharma Limited, Unit XV, JN Pharma City, Plot No. 17A, Road No.10, 11 & 19, 20, E Bonangi Village, Parawada, Visakhapatnam District, 531 021, Andhra Pradesh** on the terms and conditions as agreed by you at the time of interview and that are mentioned in Annexure - I.

You are advised to join on or before **14-August-2018**. You are advised to report at our Aurobindo Pharma Limited, Unit XV, JN Pharma City, Plot No. 17A, Road No.10, 11 & 19, 20, E Bonangi Village, Parawada, Visakhapatnam District, 531 021, Andhra Pradesh by 09:30 AM, to complete your joining formalities. Please note joining formalities will be taken either on **Monday, Wednesday or Friday** in any week.

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

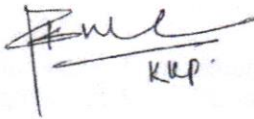
- Copies of certificates (including mark sheets) along with originals, for proof of age, educational qualifications, conduct etc.
- Independent references with phone Nos-Other than relatives.
- Passport size photographs – 08 Nos, stamp size photograph-02 Nos.
- Blood grouping certificate and medical fitness certificate- Original
- Copy of PAN card & Aadhar Card
- Recent Post card size colour photograph with family – full scape – 02 Nos for submitting the same to ESI (Family means Employee, spouse, children and dependent parents)

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

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

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

For **AUROBINDO PHARMA LIMITED**,


K.K.P.

KIRAN KUMAR P
GENERAL MANAGER-HUMAN RESOURCES

(CIN : L24239TG1986PLC015190)

AUROBINDO PHARMA LIMITED

PAN No. AABCA7366H

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

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

www.aurobindo.com

Annexure – I

1. You will be under training for a period of one year from the date of your joining. You will be paid an amount of **Rs. 16,000** /- per Month. As a Trainee, you will not be entitled to any other benefits or privileges that are applicable to the other categories of employees.
2. On successful completion of the training period, you will be on probation for a period of six months. Be it clearly understood and agreed that as a trainee or as a probationer, you will not have any lien or right on the regular employment either during the initial or the extended period of training or probation.
3. If your performance and conduct are not satisfactory, the training or probationary period will be extended or dispensed away during the initial or at the extended period of training or probation, purely at the discretion of the Management. Unless otherwise informed to you in writing, the probation period may deem to have completed successfully.
4. The training that will be imparted to you involves considerable expenditure, both direct and indirect, financial and unliquidated. The training substantially improves your professional standing since considerable expenditure is incurred by the Company as an investment and hence the Company expects a commitment from you to serve the Company. In consideration of the training to be imparted by the Company, you shall agree and undertake irrevocably to serve the Company, by not leaving the services of the Company and without taking up employment with any other Company.
5. It is agreed and promised by you that, you shall enter into an Employment Agreement with the Company, to serve the Company for a minimum guaranteed period of three years and six months (excluding notice period) from the date of joining, out of which you being as a trainee, as a probationer and as confirmed employee. The Employment Agreement, which you entered with the Company is accepted and agreed by you voluntarily without any duress.
6. By accepting the employment agreement with the Company, you agree and acknowledge that any breach of agreement you would lead to irreparable productivity and financial loss to the Company, for which the Company shall recover the damages from any amounts that are payable to you by the Company and further you may tend to lose lien on certain benefits as per the applicable laws.
7. You are governed by the following clauses, in case you breach of the terms and conditions of the Employment Agreement:
 - a. If you fail to complete the first two years of employment, you shall pay a compensation of Rs. 1,00,000/- (Rupees one lakh only) towards cost of training and liquidated damages,
 - b. If you fail to serve the remaining period, you shall pay to the Company a compensation of Rs.60,000/- (Rupees sixty thousand only) towards cost of training and liquidated damages.
8. You shall produce two Sureties or Guarantors for the minimum guaranteed period of three years and six months with an absolute and unrestricted right to recover the compensation as per Clause No.7, in case you fail to compensate the said amounts towards breach of agreement.
9. Your appointment is further subject to verification of the particulars furnished by you on the 'Application Form for Employment' and other documents submitted by you. In case any particulars mentioned by you and/or other documents, which you have submitted at the time of interview or joining or thereafter are found to be false or incorrect, your training / probation / confirmation shall be terminated forthwith without any notice and further appropriate legal proceedings will be initiated.
10. This appointment and your continuance in the employment are subject to you being found medically, physically and mentally fit, that are required to discharge your functional responsibilities, by the authorized Medical Officer of the Company.
11. You shall discharge such duties as may be entrusted to you from time to time by the Management.
12. You shall be governed by the Leave Rules of the Company and shall abide by the rules and regulations as well as Certified Standing Orders that are applicable to the establishment.
13. You shall work with high standards of discipline, initiative, efficiency and economy in the department or section, wherever you are posted and strive for achieving the objectives of the Company.
14. You shall devote your whole time to the business of the Organization and shall not undertake any other business or work, either directly or indirectly, whether on remuneration or not, except with written permission of the Management.

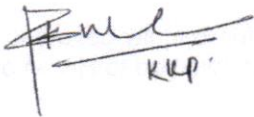
15. You shall not divulge to anyone, particulars or details of the manufacturing/quality processes, technical know-how, product portfolio, on-going projects, future projects, marketing strategies, sales promotions plans, security arrangements, or of administrative and / or organization matters, by any means of communication, whether of confidential or not, that may become known / accessible to you for being associated with the Company.
16. The Company reserves the right to depute you for a limited period or transfer you on permanent basis to any other section / department / unit / location of the Company or its subsidiary companies that exists or may come up in future within the territory of India in your capacity for which you may be found fit and suitable, without reducing your existing benefits.
17. "Current Good Manufacturing Practices (cGMPs) are regulations (laws), established by respective countries and are being monitored by their agencies, which are similar and applicable across the world. Hence, it is a mandatory responsibility of all the pharmaceutical manufacturers to establish these principles into their routine operations and ensure that a drug is safe, correctly identified, of right strength, has the purity and has the overall Quality it claims. The cGMPs exists to protect patients from dangerous, adulterated and counterfeit drugs. It is important to note that, the product that has not been manufactured according to cGMPs is considered as Adulterated Drug, even it meets all specifications. Failing to comply with cGMPs has severe implications on the Organization with respect to legal compliance, customer/ partner relations, stock holdings, reputation in the global market and in fact its existence in the market.
 - a. Non-compliance of cGMP procedures/ practices knowingly shall be considered as betrayal and breach of integrity.
 - b. Any individual fails to comply with this commitment shall be liable to a very severe disciplinary action by the Company including termination of services, based on the facts and circumstances of the case.
 - c. This clause is applicable to the employees operating in cGMP areas.
18. You shall adhere to Quality Policy and Environment, Health & Safety (EHS) Policy of the Company in true spirit without any deviations.
19. Any absence from the duty without prior written sanction and/or permission from the respective reporting superior/s shall be considered as 'Un-authorized Absence' and attracts appropriate disciplinary action.
20. At the time of leaving the services of the Company, upon completion of eligible period of service for Gratuity payment, you are required to comply with all requirements prescribed in this regard including Claim Form to be submitted to HR, in order to receive the Gratuity on time
21. Any unauthorized absence for more than 7 (seven) consecutive working days shall be construed that you voluntarily abandoned your services and your name from the Company's muster rolls will be deleted putting an end to the employee and employer relationship and you will lose lien on employment, without prejudice to the rights of the Company.
22. You shall keep the Company informed of your postal address, telephone/mobile number, e-mail or any other means of communication including changes that may occur during the period of your association with the Company. Any communication sent to the last informed address is deemed as final and served.
23. The Company shall reimburse Relocation Charges / Notice Pay to you, which is mutually agreed / as per Policy, during interview process, subject to production of relevant supporting documents and the same shall be claimed within 3 (three) months from the date of formal joining. In case you leave the services of the Organization within a period of two years, the Company has a right to recover the same from the amounts payable to you.
24. In case you take any financial loan / salary advance from the Company and fail to repay the same as agreed during the period of your association with the Company, you along with Sureties, as applicable, shall be liable for appropriate legal proceedings as per the agreements you entered with the Company.
25. Notwithstanding any of the clauses mentioned herein, the Management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.

26. Your services shall be terminable with three month's prior notice in writing on either side or three months' Notice Pay in lieu thereof.
27. You will be retired from the services of the Company on attainment of 58 years of age
28. Acceptance of this offer also confirms your consent to the Company, to carry out necessary background verification/checks on your academic credentials, previous employment and other records etc by a third party Service Provider/ internal HR team. Submission of inappropriate/false information by you will lead to termination of your employment without any notice followed by appropriate legal proceedings.
29. Your attention is drawn to the 'Code of Conduct for dealing in shares of the Company' formulated as per the requirements of SEBI (Prohibition of Insider Trading) Regulations, 2015. As per the Code, all types of dealings in the shares of the Company are subject to pre-clearance and violation of the same will lead to imposing of penalties and / or other disciplinary action by the Company and also by SEBI. Further, you are required to disclose your shareholdings in the Company held by you or your immediate relative(s) as soon as you join the Company in Annexure-5 of the said Code. You may please refer to the Code or may contact Compliance Officer at cs@aurobindo.com or ig@aurobindo.com.
30. The appropriate Courts of Law situated in Hyderabad / Secunderabad shall alone have exclusive jurisdiction to try any disputes arising out of this contract of employment.

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

We welcome you to Aurobindo family and wish you a happy and rewarding career with us.

For AUROBINDO PHARMA LIMITED,



**KIRAN KUMAR P
GENERAL MANAGER-HUMAN RESOURCES**

DECLARATION

I have read and clearly understood all the terms and conditions mentioned in the Offer Letter along with Annexure-I. I hereby accept the offer and all the terms and conditions as stated above in to.

Date:

Signature:

Pfizer Healthcare India Private Limited

Plot No. 116 to 119, & Part of Plot No's 111 & 123,
Jawaharlal Nehru Pharma City - SEZ
Lemarathy Village, Parawada Mandal
Visakhapatnam - 531 019, Andhra Pradesh, India
Tel: +91 891 306444, Fax: +91 891 3066100



November 20, 2018

Dear DEEPTHIMAHANTHI LIKTHA SRI,

Subject: Apprenticeship

With reference to your application for Apprenticeship and subsequent tests and interview you had with us, we are pleased to engage you as an "Graduate Apprentice" in our organisation on the following terms and conditions:

1. Your training will commence November 27, 2018 and will complete on November 26, 2019.
2. You shall report for your apprenticeship at our PGS Vizag Site at the address of which is as follows:

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Parwada Mandal, Visakhapatnam- 531019
Andhra Pradesh, India.

3. During your apprenticeship your stipend will be Rs. 15,000.00 per month
4. You will abide and be governed by Apprentices Act, 1961 and Rules there under.
5. You would need to submit the below document copies as part of your employment verification details.
 - a. Proof of age (SSLC/HSC or equivalent certificate)
 - b. Photocopies of your certificates relating to your education, experience & ID proofs.
 - c. Two passport size photographs.
6. Your training assignment with us is subject to your being found medically fit by the medical officer prescribed by us and production of all relevant documents by you.
7. A certificate will be issued the successfully completion of the 12 months Apprentice training.
8. During your apprenticeship period your learning and performance will be monitored periodically by your supervisor.

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9. This Apprenticeship shall not confer any right of employment in our company and the company is under no obligation to offer you employment after the completion of your Apprenticeship period.
10. You have to execute or a contract of apprenticeship training as a prescribed under the apprentice act 1961.
11. With a view to develop multi-skills in you, the company would require you to undergo practical and on-the-job training at various workstations as part of your training scheme. You shall pursue the training conscientiously and with utmost care.
12. You will not engage yourself directly or through an agent in work, business, profession or employment either honorary or otherwise during the period of your training with the company.
13. You will be responsible for all the property of the company such as tools, equipment, instruments, raw materials, books and other similar items directly entrusted to your care and custody or which has come into your possession by nature and/or during the course of your work. You are responsible for maintaining them in good working condition and return the same to the company.
14. You will adhere and maintain the normal disciplinary standards as desired/ decided by the company from time to time.
15. During your Apprenticeship training in the company and thereafter you shall not disclose any information pertaining to design, process, inspection, marketing techniques and/or any other information related to our production process and /or other related functions. You will safeguard expressly the interest of Pfizer Propriety Information
16. You will keep us informed in writing of any change of your residential address or civil status and the company could continue to serve the communications at the address last given and they shall be deemed to be sufficient service on you.
17. This apprenticeship appointment is being issued to you on the understanding that all the information furnished by you both at the time of interview as well as in your application is complete and correct. If, however, the company comes to know during your stay with us that you have intentionally withheld certain information or that the information provided by you are false and/ or not correct or incomplete, the company reserves the right to discharge terminate your Apprenticeship training without notice or compensation.
18. If you are absent from the Training consecutively for a period of 8 days, without intimation to the company, it would be construed as voluntary abandonment of apprenticeship training on

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your own and your apprenticeship training will be dispersed with, without prejudice to the right of management to recover the liquidated damages for breach of contract and other dues if any

19. The Management reserves the right to terminate your training assignment in the event of wilful misconduct, wilful disobedience, wilful instigation, and provocative behaviour involving in any act of moral turpitude.

For Pfizer Healthcare India Private Limited

Tulika R.K. Joshi

Tulika Joshi
Talent Acquisition Lead India

Authorised Signatory

I, received copy of this letter understood contents, terms and conditions and agree to abide by the same.

Signature of Colleague

UID

Date

Pfizer Healthcare India Private Limited

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November 20, 2018

Dear KASIREDDY VIJAYA LAKSHMI,

Subject: Apprenticeship

With reference to your application for Apprenticeship and subsequent tests and interview you had with us, we are pleased to engage you as an "Graduate Apprentice" in our organisation on the following terms and conditions:

1. Your training will commence November 27, 2018 and will complete on November 26, 2019.
2. You shall report for your apprenticeship at our PGS Vizag Site at the address of which is as follows:

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Andhra Pradesh, India.

3. During your apprenticeship your stipend will be Rs. 15,000.00 per month
4. You will abide and be governed by Apprentices Act, 1961 and Rules there under.
5. You would need to submit the below document copies as part of your employment verification details.
 - a. Proof of age (SSLC/HSC or equivalent certificate)
 - b. Photocopies of your certificates relating to your education, experience & ID proofs.
 - c. Two passport size photographs.
6. Your training assignment with us is subject to your being found medically fit by the medical officer prescribed by us and production of all relevant documents by you.
7. A certificate will be issued the successfully completion of the 12 months Apprentice training.
8. During your apprenticeship period your learning and performance will be monitored periodically by your supervisor.

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9. This Apprenticeship shall not confer any right of employment in our company and the company is under no obligation to offer you employment after the completion of your Apprenticeship period.
10. You have to execute or a contract of apprenticeship training as a prescribed under the apprentice act 1961.
11. With a view to develop multi-skills in you, the company would require you to undergo practical and on-the-job training at various workstations as part of your training scheme. You shall pursue the training conscientiously and with utmost care.
12. You will not engage yourself directly or through an agent in work, business, profession or employment either honorary or otherwise during the period of your training with the company.
13. You will be responsible for all the property of the company such as tools, equipment, instruments, raw materials, books and other similar items directly entrusted to your care and custody or which has come into your possession by nature and/or during the course of your work. You are responsible for maintaining them in good working condition and return the same to the company.
14. You will adhere and maintain the normal disciplinary standards as desired/ decided by the company from time to time.
15. During your Apprenticeship training in the company and thereafter you shall not disclose any information pertaining to design, process, inspection, marketing techniques and/or any other information related to our production process and /or other related functions. You will safeguard expressly the interest of Pfizer Propriety Information
16. You will keep us informed in writing of any change of your residential address or civil status and the company could continue to serve the communications at the address last given and they shall be deemed to be sufficient service on you.
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your own and your apprenticeship training will be dispersed with, without prejudice to the right of management to recover the liquidated damages for breach of contract and other dues if any

19. The Management reserves the right to terminate your training assignment in the event of wilful misconduct, wilful disobedience, wilful instigation, and provocative behaviour involving in any act of moral turpitude.

For Pfizer Healthcare India Private Limited

A handwritten signature in black ink that reads 'Tulika R.K. Joshi'.

Tulika Joshi
Talent Acquisition Lead India

Authorised Signatory

I, received copy of this letter understood contents, terms and conditions and agree to abide by the same.

Signature of Colleague

UID

Date

Pfizer Healthcare India Private Limited

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November 20, 2018

Dear KOLLURI RUPA SRAVANI,

Subject: Apprenticeship

With reference to your application for Apprenticeship and subsequent tests and interview you had with us, we are pleased to engage you as an "Graduate Apprentice" in our organisation on the following terms and conditions:

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6. Your training assignment with us is subject to your being found medically fit by the medical officer prescribed by us and production of all relevant documents by you.
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8. During your apprenticeship period your learning and performance will be monitored periodically by your supervisor.

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11. With a view to develop multi-skills in you, the company would require you to undergo practical and on-the-job training at various workstations as part of your training scheme. You shall pursue the training conscientiously and with utmost care.
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19. The Management reserves the right to terminate your training assignment in the event of wilful misconduct, wilful disobedience, wilful instigation, and provocative behaviour involving in any act of moral turpitude.

For Pfizer Healthcare India Private Limited

A handwritten signature in black ink that reads 'Tulika R.K. Joshi'.

Tulika Joshi
Talent Acquisition Lead India

Authorised Signatory

I, received copy of this letter understood contents, terms and conditions and agree to abide by the same.

Signature of Colleague

UID

Date

Pfizer Healthcare India Private Limited
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November 20, 2018

Dear KOTA SOWNDARYA,

Subject: Apprenticeship

With reference to your application for Apprenticeship and subsequent tests and interview you had with us, we are pleased to engage you as an "Graduate Apprentice" in our organisation on the following terms and conditions:

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Pfizer Healthcare India Private Limited

Plot No. 116 to 119, & Part of Plot No's 111 & 123,
Jawaharlal Nehru Pharma City - SEZ
Lemarathy Village, Parawada Mandal
Visakhapatnam - 531 019, Andhra Pradesh, India
Tel: +91 891 306444, Fax: +91 891 3066100



9. This Apprenticeship shall not confer any right of employment in our company and the company is under no obligation to offer you employment after the completion of your Apprenticeship period.
10. You have to execute or a contract of apprenticeship training as a prescribed under the apprentice act 1961.
11. With a view to develop multi-skills in you, the company would require you to undergo practical and on-the-job training at various workstations as part of your training scheme. You shall pursue the training conscientiously and with utmost care.
12. You will not engage yourself directly or through an agent in work, business, profession or employment either honorary or otherwise during the period of your training with the company.
13. You will be responsible for all the property of the company such as tools, equipment, instruments, raw materials, books and other similar items directly entrusted to your care and custody or which has come into your possession by nature and/or during the course of your work. You are responsible for maintaining them in good working condition and return the same to the company.
14. You will adhere and maintain the normal disciplinary standards as desired/ decided by the company from time to time.
15. During your Apprenticeship training in the company and thereafter you shall not disclose any information pertaining to design, process, inspection, marketing techniques and/or any other information related to our production process and /or other related functions. You will safeguard expressly the interest of Pfizer Propriety Information
16. You will keep us informed in writing of any change of your residential address or civil status and the company could continue to serve the communications at the address last given and they shall be deemed to be sufficient service on you.
17. This apprenticeship appointment is being issued to you on the understanding that all the information furnished by you both at the time of interview as well as in your application is complete and correct. If, however, the company comes to know during your stay with us that you have intentionally withheld certain information or that the information provided by you are false and/ or not correct or incomplete, the company reserves the right to discharge terminate your Apprenticeship training without notice or compensation.
18. If you are absent from the Training consecutively for a period of 8 days, without intimation to the company, it would be construed as voluntary abandonment of apprenticeship training on

Registered Office: Emerald Building, No.237, Anna Salai, Chennai-600 006.
Tamil Nadu, India. Tel: +91 44 615268000, Fax: +91 44 61568790
CIN: U24232TN2009PTC073563
Email ID: phipl@pfizer.com
Website: www.pfizerhealth.co.in

Pfizer Healthcare India Private Limited

Plot No. 116 to 119, & Part of Plot No's 111 & 123,
Jawaharlal Nehru Pharma City - SEZ
Lemarathy Village, Parawada Mandal
Visakhapatnam - 531 019, Andhra Pradesh, India
Tel: +91 891 306444, Fax: +91 891 3066100



your own and your apprenticeship training will be dispersed with, without prejudice to the right of management to recover the liquidated damages for breach of contract and other dues if any

19. The Management reserves the right to terminate your training assignment in the event of wilful misconduct, wilful disobedience, wilful instigation, and provocative behaviour involving in any act of moral turpitude.

For Pfizer Healthcare India Private Limited

A handwritten signature in black ink that reads 'Tulika R.K. Joshi'.

Tulika Joshi
Talent Acquisition Lead India

Authorised Signatory

I, received copy of this letter understood contents, terms and conditions and agree to abide by the same.

Signature of Colleague

UID

Date

Pfizer Healthcare India Private Limited

Plot No. 116 to 119, & Part of Plot No's 111 & 123,
Jawaharlal Nehru Pharma City - SEZ
Lemarathy Village, Parawada Mandal
Visakhapatnam - 531 019, Andhra Pradesh, India
Tel: +91 891 306444, Fax: +91 891 3066100



November 20, 2018

Dear NAYANA PRAVALLIKA SONY,

Subject: Apprenticeship

With reference to your application for Apprenticeship and subsequent tests and interview you had with us, we are pleased to engage you as an "Graduate Apprentice" in our organisation on the following terms and conditions:

1. Your training will commence November 27, 2018 and will complete on November 26, 2019.
2. You shall report for your apprenticeship at our PGS Vizag Site at the address of which is as follows:

Pfizer Healthcare India Private Limited
Plot No:116,117,118,119 & Part of Plots Nos. 111 & 123,
Jawaharlal Nehru Pharma City (SEZ),
Parwada Mandal, Visakhapatnam- 531019
Andhra Pradesh, India.

3. During your apprenticeship your stipend will be Rs. 15,000.00 per month
4. You will abide and be governed by Apprentices Act, 1961 and Rules there under.
5. You would need to submit the below document copies as part of your employment verification details.
 - a. Proof of age (SSLC/HSC or equivalent certificate)
 - b. Photocopies of your certificates relating to your education, experience & ID proofs.
 - c. Two passport size photographs.
6. Your training assignment with us is subject to your being found medically fit by the medical officer prescribed by us and production of all relevant documents by you.
7. A certificate will be issued the successfully completion of the 12 months Apprentice training.
8. During your apprenticeship period your learning and performance will be monitored periodically by your supervisor.

Registered Office: Emerald Building, No.237, Anna Salai, Chennai-600 006.
Tamil Nadu, India. Tel: +91 44 615z68000, Fax: +91 44 61568790
CIN: U24232TN2009PTC073563
Email ID: phipl@pfizer.com
Website: www.pfizerhealth.co.in

Pfizer Healthcare India Private Limited

Plot No. 116 to 119, & Part of Plot No's 111 & 123,

Jawaharlal Nehru Pharma City - SEZ

Lemarathy Village, Parawada Mandal

Visakhapatnam - 531 019, Andhra Pradesh, India

Tel: +91 891 306444, Fax: +91 891 3066100



9. This Apprenticeship shall not confer any right of employment in our company and the company is under no obligation to offer you employment after the completion of your Apprenticeship period.
10. You have to execute or a contract of apprenticeship training as a prescribed under the apprentice act 1961.
11. With a view to develop multi-skills in you, the company would require you to undergo practical and on-the-job training at various workstations as part of your training scheme. You shall pursue the training conscientiously and with utmost care.
12. You will not engage yourself directly or through an agent in work, business, profession or employment either honorary or otherwise during the period of your training with the company.
13. You will be responsible for all the property of the company such as tools, equipment, instruments, raw materials, books and other similar items directly entrusted to your care and custody or which has come into your possession by nature and/or during the course of your work. You are responsible for maintaining them in good working condition and return the same to the company.
14. You will adhere and maintain the normal disciplinary standards as desired/ decided by the company from time to time.
15. During your Apprenticeship training in the company and thereafter you shall not disclose any information pertaining to design, process, inspection, marketing techniques and/or any other information related to our production process and /or other related functions. You will safeguard expressly the interest of Pfizer Propriety Information
16. You will keep us informed in writing of any change of your residential address or civil status and the company could continue to serve the communications at the address last given and they shall be deemed to be sufficient service on you.
17. This apprenticeship appointment is being issued to you on the understanding that all the information furnished by you both at the time of interview as well as in your application is complete and correct. If, however, the company comes to know during your stay with us that you have intentionally withheld certain information or that the information provided by you are false and/ or not correct or incomplete, the company reserves the right to discharge terminate your Apprenticeship training without notice or compensation.
18. If you are absent from the Training consecutively for a period of 8 days, without intimation to the company, it would be construed as voluntary abandonment of apprenticeship training on

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Tamil Nadu, India. Tel: +91 44 615268000, Fax: +91 44 61568790

CIN: U24232TN2009PTC073563

Email ID: phipl@pfizer.com

Website: www.pfizerhealth.co.in

Pfizer Healthcare India Private Limited

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Lemarathy Village, Parawada Mandal
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Tel: +91 891 306444, Fax: +91 891 3066100



your own and your apprenticeship training will be dispersed with, without prejudice to the right of management to recover the liquidated damages for breach of contract and other dues if any

19. The Management reserves the right to terminate your training assignment in the event of wilful misconduct, wilful disobedience, wilful instigation, and provocative behaviour involving in any act of moral turpitude.

For Pfizer Healthcare India Private Limited

A handwritten signature in black ink that reads 'Tulika R.K Joshi'.

Tulika Joshi
Talent Acquisition Lead India

Authorised Signatory

I, received copy of this letter understood contents, terms and conditions and agree to abide by the same.

Signature of Colleague

UID

Date

Date: December 11, 2018
Name: RUPAVATHI DUKKA
Emp. No: 2317041

CONFIRMATION

Dear RUPATHI,

Congratulations – you have been confirmed to the position of **Associate - Ops** in **WNS Business Consulting Services Pvt. Ltd.** This is with effect from **December 11, 2018.**

All other terms and conditions of your employment remain unchanged.

We look forward to your renewed energy and continued commitment.

Thank you once again for your contribution.

Yours Sincerely,

For WNS Business Consulting Services Pvt. Ltd.



Nitin Sardana
Corporate VP – Human Resources

WNS Business Consulting Services Pvt. Ltd.
Mantri Sterling, Plot No.341,
Survey No. 997/B, Model Colony,
Near Deep Bungalow Chowk, Pune-4

Registered Office : WNS Global Services Pvt. Ltd., Plant No. 10, Gate No. 4, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (W), Mumbai 400 079, India

CIN: U64900MH2003PTC183741

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Date: December 11, 2018
Name: VASAVI PALAVALASA
Emp. No: 2317042

CONFIRMATION

Dear VASAVI,

Congratulations – you have been confirmed to the position of **Associate - Ops** in **WNS Business Consulting Services Pvt. Ltd.** This is with effect from **December 11, 2018.**

All other terms and conditions of your employment remain unchanged.

We look forward to your renewed energy and continued commitment.

Thank you once again for your contribution.

Yours Sincerely,

For WNS Business Consulting Services Pvt. Ltd.

Nitin Sardana
Corporate VP – Human Resources

WNS Business Consulting Services Pvt. Ltd.
Mantri Sterling, Plot No.341,
Survey No. 997/B, Model Colony,
Near Deep Bungalow Chowk, Pune-4

Registered Office : WNS Global Services Pvt. Ltd., Plot No. 10, Gate No. 4, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (W), Mumbai 400 079, India

CIN: U64900MH2003PTC183743

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Date: December 11, 2018
Name: MRUDHULA VOOTA
Emp. No: 2317043

CONFIRMATION

Dear MRUDHULA,

Congratulations – you have been confirmed to the position of **Associate - Ops** in **WNS Business Consulting Services Pvt. Ltd.** This is with effect from **December 11, 2018.**

All other terms and conditions of your employment remain unchanged.

We look forward to your renewed energy and continued commitment.

Thank you once again for your contribution.

Yours Sincerely,

For WNS Business Consulting Services Pvt. Ltd.

Nitin Sardana
Corporate VP – Human Resources

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Near Deep Bungalow Chowk, Pune-4

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CIN: U64900MH2003PTC183744

Date: February 05, 2019
Name: LAKSHMI SUDHA
DANTHULURI
Emp. No: 2418056

CONFIRMATION

Dear SUDHA,

Congratulations – you have been confirmed to the position of **Associate - Ops** in **WNS Business Consulting Services Pvt. Ltd.** This is with effect from **February 05, 2019.**

All other terms and conditions of your employment remain unchanged.

We look forward to your renewed energy and continued commitment.

Thank you once again for your contribution.

Yours Sincerely,

For WNS Business Consulting Services Pvt. Ltd.



Nitin Sardana
Corporate VP – Human Resources

WNS Business Consulting Services Pvt. Ltd.
Mantri Sterling, Plot No.341,
Survey No. 997/8, Model Colony,
Near Deep Bungalow Chowk, Pune-4

Registered Office : WNS Global Services Pvt. Ltd., Plant No. 10, Gate No. 4, Godrej & Boyce Complex, Prajshanagar, LBS Marg, Vikhroli (W), Mumbai 400 079, India

CIN: U65800MH2003PTC183759

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Date: February 05, 2019
Name: SRAVANI GUJJELI
Emp. No: 2418058

CONFIRMATION

Dear SRAVANI,

Congratulations – you have been confirmed to the position of **Associate - Ops** in **WNS Business Consulting Services Pvt. Ltd.** This is with effect from **February 05, 2019**.

All other terms and conditions of your employment remain unchanged.

We look forward to your renewed energy and continued commitment.

Thank you once again for your contribution.

Yours Sincerely,

For WNS Business Consulting Services Pvt. Ltd.



Nitin Sardana
Corporate VP – Human Resources

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Mantri Sterling, Plot No.341,
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CIN: U65800MH2003PTC183761

Date: February 05, 2019
Name: PREMA KUMARI KADIYALA
Emp. No: 2418057

CONFIRMATION

Dear PREMA,

Congratulations – you have been confirmed to the position of **Associate - Ops** in **WNS Business Consulting Services Pvt. Ltd.** This is with effect from **February 05, 2019.**

All other terms and conditions of your employment remain unchanged.

We look forward to your renewed energy and continued commitment.

Thank you once again for your contribution.

Yours Sincerely,

For WNS Business Consulting Services Pvt. Ltd.



Nitin Sardana
Corporate VP – Human Resources

WNS Business Consulting Services Pvt. Ltd.
Mantri Sterling, Plot No.341,
Survey No. 997/8, Model Colony,
Near Deep Bungalow Chowk, Pune-4

Registered Office : WNS Global Services Pvt. Ltd., Plant No. 10, Gate No. 4, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (W), Mumbai 400 079, India

CIN: U65800MH2003PTC183760

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Date: February 05, 2019
Name: REVATHI RAMANI MANTHRI
Emp. No: 2418060

CONFIRMATION

Dear REVATHI,

Congratulations – you have been confirmed to the position of **Associate - Ops in WNS Business Consulting Services Pvt. Ltd.** This is with effect from **February 05, 2019.**

All other terms and conditions of your employment remain unchanged.

We look forward to your renewed energy and continued commitment.

Thank you once again for your contribution.

Yours Sincerely,

For WNS Business Consulting Services Pvt. Ltd.



Nitin Sardana
Corporate VP – Human Resources

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Date: February 05, 2019
Name: BHULAKSHMI PYLA
Emp. No: 2418062

CONFIRMATION

Dear **BHULAKSHMI**,

Congratulations – you have been confirmed to the position of **Associate - Ops in WNS Business Consulting Services Pvt. Ltd.** This is with effect from **February 05, 2019.**

All other terms and conditions of your employment remain unchanged.

We look forward to your renewed energy and continued commitment.

Thank you once again for your contribution.

Yours Sincerely,

For **WNS Business Consulting Services Pvt. Ltd.**



Nitin Sardana
Corporate VP – Human Resources

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Date: 12-Feb-19

TEJASWINI BUDDHA

12-7-12/5, Akkayapalem,
Visakhapatnam-530006, Andhra Pradesh

Dear **Tejaswini**,

Letter of Offer

With reference to your application and the subsequent interview you had with us at Bioclinica, we are pleased to extend an offer to you as **Jr. Drug Safety Associate**. Your appointment will be effective from the date of joining, which shall be on or before **16-Feb-19** failing which the appointment shall stand automatically withdrawn. Your initial place of posting will be at our facility in **Mysore**.

Your total earning opportunity for the year is **280000/- INR** in which your annual fixed compensation will be **280000/- INR**. The details of your compensation are provided in (**Annexure- I**) hereto.

We wish to make your onboarding as smooth as possible. In order to ensure the same, you are required to submit the documents as detailed in **Annexure II** for our records and the background verification, together with the signed copy of this letter, within the stipulated time as provided below. By accepting this letter and providing the documents to us, you confirm that all the information and documents provided by you are true and correct on the date of provision of the same, and you will notify us of any change in such information or documents within 5 (five) days of such change. Further, by acceptance of this letter you consent to the use and disclosure of your information and documents by us for the purpose of undertaking background verification. As part of the Company's screening process, you will also be required to undergo a drug usage test with a certified practitioner or agency, and by accepting this letter, you consent to the collection, storage, use and disclosure of your personal data, including medical records and information, by the Company in relation to your drug usage test.

Your appointment is subject to a successful clearance of (i) background verification based on information furnished by you, and (ii) the drug usage test.

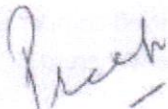
You will initially be on probation for a period of [6 (six) months] from the actual date of your joining with us. Any significant absence will automatically extend the probation period by the length of the absence. Further, your probation period may be extended for a specified period, for reasons including, incomplete background verification due to any reason attributable to you, if the designated probation period does not allow sufficient time to thoroughly evaluate your performance, etc.

On your day of joining you are requested to report at 10:00 AM IST to **Amulya Sastry**. You will be issued a detailed employment agreement upon joining, which will contain the terms and conditions of your employment. We are sure that our working environment will be conducive to help you grow professionally as well as personally.

Please confirm your acceptance of our offer by signing & returning the duplicate copy of this letter for my attention within three (3) days from the date of receiving this letter, otherwise this offer shall be deemed withdrawn. Please note that your appointment is subject to your acceptance of this letter and execution of the employment agreement provided to you on your day of joining.

We welcome you to be a part of the team and look forward to your valued contribution.

Best Wishes,



Dr. Preeti Verma
Global Head of Safety Evaluation and Risk Management

I confirm and accept the above and will join on _____ **(Signature)**

Annexure – I

Name	TEJASWINI BUDDHA	
Designation	JR. DRUG SAFETY ASSOCIATE	
Your compensation and benefits are as given below:		INR - Per annum
Group I (Basic Salary)		
Basic Salary You will be eligible for a basic salary of:		220000
Group II (Allowances)		
Statutory Bonus		38400
Group III (Benefits)		
Employer Contribution to Provident Fund (PF)		21600
Total Fixed Cost to Company (CTC): (Group I + Group II + Employer Contribution to PF)		280000
Employees State Insurance Corporation (ESIC): (Group I + Group II * 3.25%)		9100
Insurance (Non-Monetary Benefit)		7266
Total Gross Cost to Company: (Group I + Group II + Group III)		296366

* Gross salary is equal to CTC less employer PF contribution and less Insurance.

Date: 12-Feb-19

SIVA PRASAD KAMAKA

1-7-11/5, Scindia,
Visakhapatnam-530024, Andhra Pradesh

Dear **Siva Prasad**,

Letter of Offer

With reference to your application and the subsequent interview you had with us at Bioclinica, we are pleased to extend an offer to you as **Jr. Drug Safety Associate**. Your appointment will be effective from the date of joining, which shall be on or before **16-Feb-19** failing which the appointment shall stand automatically withdrawn. Your initial place of posting will be at our facility in **Mysore**.

Your total earning opportunity for the year is **280000/- INR** in which your annual fixed compensation will be **280000/- INR**. The details of your compensation are provided in (**Annexure- I**) hereto.

We wish to make your onboarding as smooth as possible. In order to ensure the same, you are required to submit the documents as detailed in **Annexure II** for our records and the background verification, together with the signed copy of this letter, within the stipulated time as provided below. By accepting this letter and providing the documents to us, you confirm that all the information and documents provided by you are true and correct on the date of provision of the same, and you will notify us of any change in such information or documents within 5 (five) days of such change. Further, by acceptance of this letter you consent to the use and disclosure of your information and documents by us for the purpose of undertaking background verification. As part of the Company's screening process, you will also be required to undergo a drug usage test with a certified practitioner or agency, and by accepting this letter, you consent to the collection, storage, use and disclosure of your personal data, including medical records and information, by the Company in relation to your drug usage test.

Your appointment is subject to a successful clearance of (i) background verification based on information furnished by you, and (ii) the drug usage test.

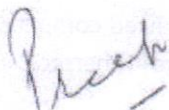
You will initially be on probation for a period of [6 (six) months] from the actual date of your joining with us. Any significant absence will automatically extend the probation period by the length of the absence. Further, your probation period may be extended for a specified period, for reasons including, incomplete background verification due to any reason attributable to you, if the designated probation period does not allow sufficient time to thoroughly evaluate your performance, etc.

On your day of joining you are requested to report at 10:00 AM IST to **Amulya Sastry**. You will be issued a detailed employment agreement upon joining, which will contain the terms and conditions of your employment. We are sure that our working environment will be conducive to help you grow professionally as well as personally.

Please confirm your acceptance of our offer by signing & returning the duplicate copy of this letter for my attention within three (3) days from the date of receiving this letter, otherwise this offer shall be deemed withdrawn. Please note that your appointment is subject to your acceptance of this letter and execution of the employment agreement provided to you on your day of joining.

We welcome you to be a part of the team and look forward to your valued contribution.

Best Wishes,



Dr. Preeti Verma
Global Head of Safety Evaluation and Risk Management

I confirm and accept the above and will join on _____.

(Signature)

Annexure – I

Name	SIVA PRASD KAMAKA	
Designation	JR. DRUG SAFETY ASSOCIATE	
Your compensation and benefits are as given below:		INR - Per annum
Group I (Basic Salary)		
Basic Salary You will be eligible for a basic salary of:		220000
Group II (Allowances)		
Statutory Bonus		38400
Group III (Benefits)		
Employer Contribution to Provident Fund (PF)		21600
Total Fixed Cost to Company (CTC): (Group I + Group II + Employer Contribution to PF)		280000
Employees State Insurance Corporation (ESIC): (Group I + Group II * 3.25%)		9100
Insurance (Non-Monetary Benefit)		7266
Total Gross Cost to Company: (Group I + Group II + Group III)		296366

* Gross salary is equal to CTC less employer PF contribution and less Insurance.



VISWANADHA INSTITUTE OF PHARMACEUTICAL SCIENCES

Affiliated to J.N.T.U.K-Kakinada, Approved by PCI & A.I.C.T.E, New Delhi

Mindhivanipalem (V) Sontyam(P) Anandapuram (M)Visakhapatnam (Dist) 531173

E-mail : principalvniip@yahoo.co.in

List of Students Progressed to Higher Education

A.Y.2018-19

S.No	Name of the Student	Program graduated from	Name of the Program admitted	Name of the College
1.	SRAVYA KARRI	B.PHARMACY	M.PHARMACY	VISWANADHA INSTITUTE OF PHARMACEUTICAL SCIENCES
2.	SARVA MANGALA SUMA MURAMALLA	B.PHARMACY	M.PHARMACY	VISWANADHA INSTITUTE OF PHARMACEUTICAL SCIENCES
3.	ASHITHA SUNDARAPU	B.PHARMACY	M.PHARMACY	VISWANADHA INSTITUTE OF PHARMACEUTICAL SCIENCES

PRINCIPAL

Dr. P.UMADEVI

Principal

Viswanadha Inst. of
Pharmaceutical Sciences
Visakhapatnam - 531 173

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY KAKINADA
KAKINADA - 533 003, ANDHRA PRADESH, INDIA

Sl. No. **K 00633650**
PG. No. **230921S16SPK03**



PROVISIONAL CERTIFICATE

Hall Ticket No. : **18PK1S1603**
Institution : **VISWANANDHA INST OF PHARMACEUTICAL SCIENCES**
Aadhar No. :

This is to certify that **KARRI SRAVYA**
son/daughter of Shri. **KARRI APPARAO NAIDU**
passed **M.PHARMACY(PHARMACEUTICAL ANALYSIS)** degree
examination of this university held in **January 2021** and that
he/she was placed in ******First Class With Distinction******
He/She has satisfied all the requirements for the award of the M.Pharmacy
degree of the Jawaharlal Nehru Technological University Kakinada.



Date : 21-09-2023

* Medium of Instructions and Examinations in English


Controller of Examinations


Director of Evaluation


Registrar

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY KAKINADA
KAKINADA - 533 003, ANDHRA PRADESH, INDIA

SL. No K 00571873
PG No 220623S16SPK05



M. E. M. dant

PROVISIONAL CERTIFICATE

Hall Ticket No. : 18PK1S1605
Institution : VISWANANDHA INST OF PHARMACEUTICAL SCIENCES
Aadhar No. :

This is to certify that MURAMALLA SARVA MANGALA SUMA
son/daughter of Shri. MURAMALLA VENKATESWARA RAO
passed M. PHARMACY (PHARMACEUTICAL ANALYSIS) degree
examination of this university held in January 2021 and that
he/she was placed in **** First Class With Distinction ****

He/She has satisfied all the requirements for the award of the M. Pharmacy
degree of the Jawaharlal Nehru Technological University Kakinada.



Date: 23-06-2022

* Medium of Instructions and Examinations in English

Prakash. W. Reddy
Controller of Examinations

Director of Evaluation

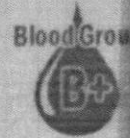
Shunakshi
Registrar



VISWANADHA INSTITUTE OF PHARMACEUTICAL SCIENCES

Affiliated to JNTUK - Kakinada, Approved By A.I.C.T.E and PCI, New Delhi

IDENTITY CARD



Name : S. Ashitha
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