

5.2.1.



SRI SATHYA SAI VIDYA VIHAR
Scheme No. 54, A. B. Road, INDORE(MP) 452 010
Ph: 0731-2553023 e-mail : principal@sathyasaiindore.com
CBSE Code: 50056 , CBSE Affiliation No.1030023

REF.NO:SSSVV/AL/2021-22/59

Date: 26th February 2022

Ms. Manisha Malik
371, Indrapuri Colony, Chhabra Apartment
Indore, Madhya Pradesh
Mobile No. 998163370 / 9826033373

Subject: Letter of Appointment

Dear Ms. Malik

Sai Ram !

With reference to your appointment as a TGT - SCIENCE, we are glad to inform you that the Management is pleased to place you on probation, as per your joining by Wednesday, 1st June 2022, with a CTC Salary of Rs. 35,000/- (including Employer's P.F. contribution) per month, at Sri Sathya Sai Vidya Vihar, Indore, on the following terms and conditions:

1. Initially, you shall be on probation for a period of one year extendable to another year, purely at the discretion of the Managing Committee, depending on your performance and conduct. If confirmed, after a year, a letter to this effect will be handed over to you.
2. During or at the extended period of probation, the Committee shall have the right to terminate your services without assigning any reason and by serving notice of one month or salary in lieu thereof.
3. If your work and conduct during or at the expiry of period of probation is found to be satisfactory, your services shall be, on the expiry of period of probation, or the extended period of probation as the case may be, confirmed with effect from the date of expiry of the said period. During this period of probation you will be required to give one month notice or surrender one month salary in lieu thereof if you wish to resign from your position.
4. Your appointment and continuance of employment in this school shall be further subject to you being found medically fit.
5. You shall be retired on attaining the age of 60 years.
6. Your continuance in service after attaining the age of 60 years will depend on your satisfactory performance. The management has right to retire an individual before 60 years of age for reason of inefficiency or on the ground of misconduct.

Mr. Tirbhuvan Sachdeva
Hon. Secretary

Dr. Anieetaa Vaissnava
Principal



Doc No: HR/II/011955

Date : 22/Jul/2021

PRIVATE & CONFIDENTIAL

Ms. Vaishali Raghuvanshi

Lab Technician

Location - Indore

Dear Ms. Vaishali Raghuvanshi,

It was a pleasure working with you for the last six months. We have reviewed your performance during this period and are pleased to confirm your employment as **Lab Technician**.

The company will review your performance on a regular basis.

Your appointment and work conditions will be governed by the rules and regulations, working hours, perquisites, allowances, facilities, information security, quality policies/procedures, and such other conditions of employment, as applicable at the place of employment, and as may be amended from time to time.

You shall not at any time during the term of service with the Company or thereafter, make available or accessible such secret knowledge to any other party, directly or indirectly.

You shall not seek employment or be associated with our direct competition for a period of two years from the date of separation from LPL even on termination, cancellation and retirement from employment.

Your services can be terminated by the company or by you, on giving **1 Month's** notice or salary in lieu thereof.

Your continued employment with the company will be conditional on the correctness of the information provided by you during the course of your application.

All other terms and conditions mentioned in your appointment letter remain the same.

We hope your association with us will be happy and fruitful, as has been the case so far.

Yours faithfully,
For Centrapath Labs Pvt. Ltd.



Disclaimer - This is a system-generated letter. Therefore, does not require any signature. If there are any queries regarding the contents of this letter, please contact HR Department.

E-mail
admin@rusoma.in, accounts@rusoma.in,
purchase@rusoma.in, sales@rusoma.in
CIN U24230MH1978PTCU20467

149 BHAMORI
RUSOMA CHAURAHA
A B ROAD, POST BAG No. 9
INDORE - 452 010

TELEPHONE'S (0731)
2551210, 2555837
2553174, 2555291
2550465, 2551938

REGISTERED OFFICE
RAHUL 1ST FLOOR
34 WALKESHWAR ROAD
MUMBAI - 400 006 INDIA

Rusoma Laboratories Private Limited

Miss. Franky Kala
Microbiologist
Quality Control Department
EMP ID: 21024QCO20



OUR REF 0186/2020-21

DATE

March 31, 2021

Appointment Letter

Dear Miss Franky:

With reference to your application dated 29.09.2021 and subsequent interview with us, we are pleased to appoint you as a **Microbiologist – Quality Control Department** in our organization from date **01.10.2020** on the following terms and conditions. Please read this document carefully before indicating your acceptance to the same.

Reporting: You shall report to the **HOD** or any other person nominated by him.

Remuneration: As discussed and agreed mutually.

Job Responsibilities: You will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor/HOD and authorized person appointed by management. Your duties and responsibilities are/will be, outlined in job description which if not attached along with this agreement will be decided at a later on stage. However, you should be aware that you cannot expect your duties to remain unchanged throughout your employment by the management. We operate in a highly competitive environment and reserve the right to use our employee's skills to their best advantage. The same may be revised or changed upon your change in designation and/or department.

Working Hours: You will be required to work 8 hrs per day complimenting that you will be required to work up to 48 hours a week and such other hours as may be reasonably required to complete your responsibilities. Your official working hours and weekly off will be decided by the HOD of the concerned department. You will be eligible for ½ hour lunch break on each working days. Lunch break time is excluding the working hour time decided by the HOD of the concerned department. HOD of the concerned department reserves the right to change the working hours from time to time.

Probation/Confirmation: You will be on a probation period for **six (6) months** from the date of joining. Based on your performance and conduct, this period may be reduced, dispensed or extended at the discretion of the management and unless an order in writing is given to you, you shall not be deemed to be confirmed. During probation or extended period(s) thereof, either party may terminate this agreement by giving thirty (30) days notice or gross salary of 30 days in lieu thereof.

Franky Kala

Contd 2 ...



E-mail
 admin@rusoma.in, accounts@rusoma.in
 purchase@rusoma.in, sales@rusoma.in
 CIN - U24730MH1978F1TC020467

149 BHAMORA
 RUSOMA CHAURAHA
 A.B. ROAD, POST BAG NO. 9
 INDORE - 452 016

TELEPHONES (0731)
 2551210 2555037
 2553174 2555291
 2550465 2551936

REGISTERED OFFICE
 RAHUL 1ST FLOOR
 34 WALKER SHWAR ROAD
 MUMBAI - 400 006 INDIA

Rusoma Laboratories Private Limited

Miss. Hari Priya Renwal
 Microbiologist
 Quality Control Department
 EMP ID: 21025QCO20



OUR REF. 0185/2020-21

DATE

March 31, 2021

Appointment Letter

Dear Miss Hari Priya:

With reference to your application dated 29.09.2020 and subsequent interview with us, we are pleased to appoint you as a **Microbiologist – Quality Control Department** in our organization from date **01.10.2020** on the following terms and conditions. Please read this document carefully before indicating your acceptance to the same.

Reporting: You shall report to the **HOD** or any other person nominated by him.

Remuneration: As discussed and agreed mutually.

Job Responsibilities: You will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor/HOD and authorized person appointed by management. Your duties and responsibilities are/will be, outlined in job description which if not attached along with this agreement will be decided at a later on stage. However, you should be aware that you cannot expect your duties to remain unchanged throughout your employment by the management. We operate in a highly competitive environment and reserve the right to use our employee's skills to their best advantage. The same may be revised or changed upon your change in designation and/or department.

Working Hours: You will be required to work 8 hrs per day complimenting that you will be required to work up to 48 hours a week and such other hours as may be reasonably required to complete your responsibilities. Your official working hours and weekly off will be decided by the HOD of the concerned department. You will be eligible for ½ hour lunch break on each working days. Lunch break time is excluding the working hour time decided by the HOD of the concerned department. HOD of the concerned department reserves the right to change the working hours from time to time.

Probation/Confirmation: You will be on a probation period for **six (6) months** from the date of joining. Based on your performance and conduct, this period may be reduced, dispensed or extended at the discretion of the management and unless an order in writing is given to you, you shall not be deemed to be confirmed. During probation or extended period(s) thereof, either party may terminate this agreement by giving thirty (30) days notice or gross salary of 30 days in lieu thereof.

Hari Priya
 Contd. 2 ...





INDORE BIOTECH

INPUTS & RESEARCH (P) LTD.

A DSIR Recognised Research Facility

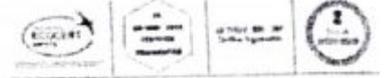
CIN : U24124MP1994PTC008843

REGD. OFFICE : 'ARUNDATI', 49-C, First Floor, Indrapuri Colony, Near Bhanwarkua Square,

INDORE - 452 001 (M.P.) • Telefax : 0731-4099094

E-mail : ibirpl@gmail.com; ibirpl@rediffmail.com • Website : www.indorebiotech.com

Works : Gram Dehri, Khasra No 204/3, Rau-Pithampur Road,
Opp. IIM, Rangwasa, Dist. INDORE-453332 (M.P.)



Ref.: IBIRPL/RAU/2021-22/

Date: APRIL 01, 2020

To,
Ms. Prachi Singh
Indore.

SUB :- Confirmation Letter.

Dear Ms. Prachi

This is in reference to your performance report of the probation period during Oct 2020- March 2021 and management has been finalized and confirm your post on same position therefore we are pleased to inform you that you are hereby Confirmed on the following terms & conditions :-

01. Post : Assistant (QC).
02. Salary : Gross Salary Rs. 14000/-.

TERMS & CONDITIONS :-

1. Your notice period is of three Month shall be applicable during & after probation period. In case you leave without giving notice period then you will not be entitled for any of your dues lying with the company.
2. You will be governed the rules and regulation as applicable to your category of employees from time to time.
3. You will be attached to Rangwasa office. However your services are transferable at the discretion of the management to any other place / section / department / establishment without any extra remuneration or compensation.
4. You will at all times keep in strict confidence and will not disclose without authority to anyone, any information or secret, which according to the company is confidential and valuable property of the company.
5. In the matters, which are not mentioned herein, you will be governed by the service rules & regulations in the company from time to time.



INDORE BIOTECH

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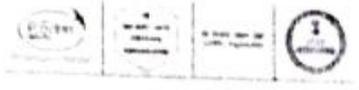
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REGD. OFFICE : 'ARUNDATI', 49-C, First Floor, Indrapuri Colony, Near Bharatwara Square,
INDORE - 452 001 (M.P.) • Telefax : 0731-4099394

E-mail : ibipl@rediffmail.com, ibipl@rediffmail.com • Website : www.indorebiotech.com

Works : Gram Dehn, Khasra No 204/3, Ratu Pithampur Road,
Opp IIM, Rangwasa, Dist INDORE-453332 (M.P.)



6. At the time of leaving the company you admit that you shall not work in the same organization min 2 years or similar operation at competitive organization as per company policy and before lest the company have to submit all the company's property lying with you immediately.
7. In the event of any dispute INDORE will be treated as the place where the dispute has arisen hence the dispute will be subjected to Indore Jurisdictions only, irrespective of the place of your posting at the time of arising of dispute.

The company look forward to a mutually fruitful association in between for years to come. The above terms & conditions of appointment have been discussed with you. You are requested to sign the duplicate copy of this letter, signifying your acceptance of the same, for our record.

Thanking you

Director

Indore Biotech Inputs & Research P.Ltd

I, Ms. Prachi Singh hereby confirm that I have on this day received this letter of appointment dated 01/04/2021 accept the employment on the said terms and agree to abide by them.

Place : INDORE

Date :

(Ms. Prachi Singh)

Signature

c.c. :

1. Shri Arun Dike, Member of Management Committee.
2. Shri Abhiram Dike, Member of Management Committee.





HFL: HR-MF: 2020
07.12.2020

Ms. BAJRANG
D/o. Sri. Ramkaran
H.No 302, Vard No 08, Men Bazar,
Piplya Kulmy, Rajghar,
Madhya Pradesh - 465695.
Mob No: 8269009119

Dear Ms. BAJRANG,

Offer of Appointment for the position of "TRAINEE EXECUTIVE - QA & PD".

With reference to your application for the employment and subsequent discussions we had, we are pleased to offer you an appointment as "TRAINEE EXECUTIVE - QA & PD" in our organization at remuneration, agreed mutually at the time of discussion with you personally.

You shall join for duty on or before 21.12.2020. You shall be based at our Shamirpet Unit located at S.No:174, 198,203, Sampanbole(V), Jagan Gudagaram Panchayati, Shamirpet (M), Medchal District - 500078. You shall administratively report to Unit Manager at our Shamirpet Unit and functionally report to Incharge - QA&PD at our Shamirpet Unit. Please make a note that this offer shall stand invalid in case you fail to join on or before the specified date.

A detailed Appointment Letter with all the terms and conditions shall be given to you on your joining the Organization. You shall produce the following self attested copies us at the time of your joining:

- All the educational certificates for proof of education
- Valid Aadhar card copy with complete DOB & Name is must at the time of joining
- Address Proof -Voter ID/Passport/Aadhar Card/Driving License
- Medical Fitness Certificate with Blood Group from Registered Medical Practitioner
- Nationalized Bank Account No., IFSC code, Name of the Bank, Branch & Address
- Two postcard size family photographs for submission to the ESI Department.

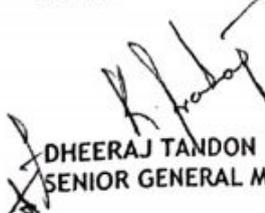
The Information furnished in the company application form and the copies of the certificates are found to be correct and if not, the company has every right to withdraw this offer.

You shall carry all the original documents for verification & confirmation of the same.

Please return the copy of this offer of Appointment duly signed as a token of your acceptance for the above-mentioned terms and conditions. Also please mention the expected date of joining in the space provided underneath.

Wishing you all the best and welcome you to HFL family.

For HERITAGE FOODS LIMITED


DHEERAJ TANDON
SENIOR GENERAL MANAGER - HR



Accepted all the above terms and conditions - SIGNATURE



Expected date of joining : 19/12/20



Duke Thomson's India Pvt. Ltd.

Regd. Office : E-260, Shallmar Bungalow Park, Sukhila,
 INDORE - 452 010 (M.P.) India Tel. : +91 731 4066802. Fax : +91 731 4036802
 E-mail : info@duketoms.com, www.duketoms.com CIN : U51101MP2003PTC015546

DTI/APNT/10/06/19
 30 June, 2019

To,
 Mr. Tanvar Singh Chouhan
 Word No.19, Near Delhi Public School,
 Mangrol, Dist Baron (Raj)-325215

Dear Mr. Tanvar,

Sub: APPOINTMENT ORDER

This has reference to your application dated nil and the subsequent interview you had with us. We are pleased to appoint you as **BUSINESS DEVELOPMENT EXECUTIVE** in our organization as per the terms and conditions given below.

1. You will be on probation for a period of six months w.e.f.08/07/2019(your date of joining duty) at our Head Office at INDORE. The period of probation shall be extended /curtailed at the discretion of the management without assigning any reason looking at your performance.
2. During the period of probation your monthly emoluments will be as follows: Consolidated salary of Rs. 15000 /- per month (Rupees Fifteen Thousand Only).
3. You will be entitled for the allowances as under while on tour.
 Outstation- Actual 2nd class train fare/Bus fare + Rs. 1000/- as allowance per working day, this includes accommodation, food and local conveyance. and during transit you will be paid Rs250 /- per day of travel.
4. You will be the part of Zonal Sales Team and the Target would have been allotted to the team or shall be conveyed/declared in the Incentive/Target Circular for the Year.
5. You will be entitled for incentives on sales/collection value based on achievement of Sales Target of the Zonal Sales Team based on the terms of incentives declared during the year 2019-20.
6. Your annual increments will be decided based on the performance and incentives earned.
7. All the expenses and incentives will be reimbursed on submission of Daily Report and T.A bills with all relevant supporting original documents as proof.
8. You will be entitled for 15 Days Privilege Leave, 8 Sick leaves and 7 Casual leaves as per the provisions of the company on completion of your probation. Leaves taken during probation will be considered as leave without pay. Privilege leaves can be carried forward or encashed by the end of the year.
9. Your present posting shall be at INDORE. However you will have to serve the company anywhere in India or abroad as per the requirement of the management.
10. While in our services you will be governed by the Service Rules of the company its amendments notified by the company from time to time.
11. You will devote your whole time and attention to the business of the company and will not be interested or engaged either directly or indirectly in any other trade or business practice other than by way of investment in shares or debentures in any other companies. You will not act as principal, agent or servant of any other person, firm or company without the direction and approval of the company.
12. On confirmation the company shall have the right in its absolute discretion and without assigning any reason to terminate your services at any time giving you one months notice in writing or one months' salary in lieu of notice. You may terminate your service by giving one month's notice in writing or in lieu thereof paying one month's salary.

Admn. & Works : Plot No. 403, Scheme No.78, Part 1, Phase II, Industrial Area, Dewasnaka-Niranjanpur Road (M.R.11)
 INDORE - 452 010 M.P. INDIA, Phone : +91 731 4066802 Mobile : +91 93032 55680



Duke Thomson's India Pvt. Ltd.

Regd. Office : E-260, Shallmar Bungalow Park, Sukhila,
 INDORE - 452 010 (M.P.) India Tel. : +91 731 4066802. Fax : +91 731 4036802
 E-mail : info@duketoms.com, www.duketoms.com CIN : U51101MP2003PTC015546

13. Your absence for a continuous period of 8 days including absence when leave though applied for but not granted or overstay for a period of 8 days after the expiry of leave will entail automatic termination of your services without any notice from the management.
14. During the term of your appointment you will be given access to or will generate information that is confidential to the Company, its subsidiaries and associates. Confidential information means any information unknown to the general public about Duke Thomson's India Pvt. Ltd, its subsidiaries or associates. Confidential information includes without limitation, technical, trade secret, commercial or financial information about the research or development, machinery, manufacturing processes, designs, engineering, marketing plans or customer contacts, organization or operations of Duke Thomson's India Pvt.Ltd or its subsidiaries or associates. You will not disclose to any one, during the course of your employment or thereafter in any manner, particulars or details of any of the process, or of administrative and/or organizational matters which are of confidential in nature, or to which you will come across during the services with the company. However such information's can be utilized to the extend of convincing a potential customer who is directly involved in the decision making to purchase any particular product being manufactured or marketed by Duke Thomson's India Pvt.Ltd.
15. I hereby agree not to join any competitor organization under any circumstances jeopardizing the Confidentiality of Duke Thomson's India Pvt.Ltd and its Associates.
16. This appointment offer is subject to your being found and remaining medically fit during the period of probation. Report of the medical practitioner by the company shall be final.
17. You will retire at the age of 58 years
18. Your appointment shall also be subject to production of attested copies of certificate proving your age, qualification, experience along with a recent passport size photograph and copy of statutory ID proofs. In case any of the information given are found to be incorrect your services shall be terminated forthwith.
19. Any dispute or difference arising out of or in connection with this appointment shall be settled and shall be subject to the jurisdiction of courts at Indore in Madhya Pradesh only.

This letter is issued in duplicate. We request you to kindly sign and return the duplicate copy as a token of your acceptance of the terms and conditions stipulated above from Sl.1 to Sl.18. You have to report to our H.O. INDORE on or before 08/072019 fail to report on this date this offer stands cancelled.

We are happy to welcome you to our midst and are confident that with your enthusiasm, sincerity and hard work you will give an opportunity to give you a rising status and for this we wish you GOOD LUCK!

Thanking you,
 Yours faithfully,
 For DUKE THOMSON'S INDIA PVT.LTD

Joseph Thomas
 Managing Director

I have accepted the terms and conditions of this order
 Place:
 Date:


 Ritu Singh

Admn. & Works : Plot No. 403, Scheme No.78, Part 1, Phase II, Industrial Area, Dewasnaka-Niranjanpur Road (M.R.11)
 INDORE - 452 010 M.P. INDIA. Phone : +91 731 4066802 Mobile : +91 93032 55680

