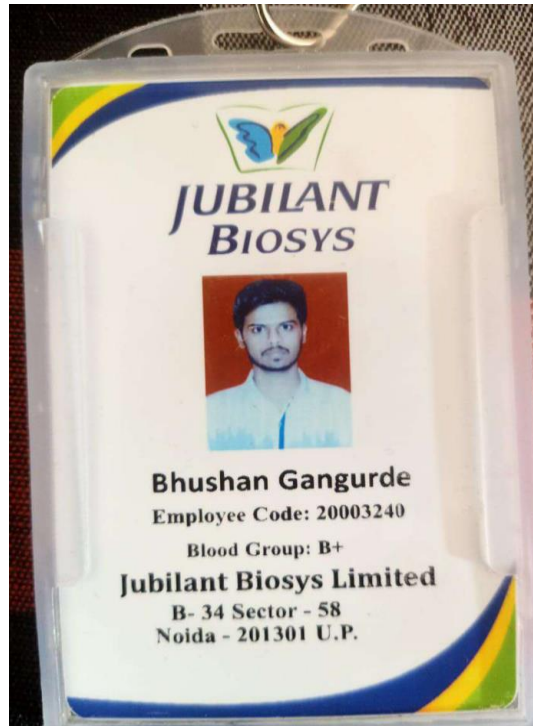


Identity Cards of Students Placed





**Delivery - Teamwork - Detail
Integrity - Social Responsibility - Energy - Bravery**

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

Offer valid for the next 24 hours only

Dear Bhushan Gangurde,

4 February 2020

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

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

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

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

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

Date of Joining: 3rd August 2020.

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

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

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

Please refer Annexure – I for CTC break-up.

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

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

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

You are requested to produce all the necessary documents at the time of reporting for your duties. The separate list is mentioned in the offer email.

This job offer will also be contingent upon receipt of results of a satisfactory physical examination designed solely to determine your physical ability to perform the duties of the position being offered to you.



Delivery - Teamwork - Detail
Integrity - Social Responsibility - Energy - Bravery

Annexure – I

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

- *Performance Bonus will be paid annually at the end of March on the basis of actual working days/pro-rata basis.
- o2h is offering the benefit of GHI (Group Health Insurance) with sum insured amount of 2L for self, spouse and 2 children, covering maternity benefits, Optional parents mediclaim option will be provided at the time of joining. Employee will be responsible to pay parents insurance amount.
- Transportation will be provided to o2h employees FOC (free of cost).
- Gratuity will be provided as per government norms which is excluded from above CTC.
- WC policy coverage is provided for all o2h employees as per norms.
- You will be eligible for increment in **FY 2021** for the period worked with in o2h in single FY only (April-March).

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

Regards,

Krishna Keshwala

Employee: Bhushan Gangurde

SERVICE AGREEMENT № 407

Agreement Letter of Nishant Gangurde

May 20, 2021

Instat Limited, a company, founded and acting under the civil laws of the Republic of Ireland, having its registered office at 18 Mallow Street, Limerick, Co. Limerick, V94N12Y, Ireland, in the person of its Director Alexander Kozlov, hereinafter referred to as "*the Customer*", on the one part, and **Nishant Ananda Gangurde**, hereinafter referred to as "*the Contractor*", on the other part, have concluded the present Service Agreement (hereinafter "*Agreement*") as follows:

1. Subject of the Agreement and scope of services

1.1. The Contractor shall render the services listed in paragraph 1.2 of the present Agreement to the Customer for the appropriate remuneration.

1.2. The Contractor undertakes:

- to fulfill the duties in a timely and efficient manner;
- to diligently follow the requests given either by the line managers or any other person authorized by the line managers;
- to conduct statistical analysis of the matches on a regular basis in accordance with the standards of the Customer;
- to comply in all respects with any applicable standards, procedures, policies, operating guidelines, practices, and instructions set forth by the Customer;
- to use the special software provided by the Customer for the fulfillment of the services;
- to treat the Customer's property carefully;
- to follow the health and safety arrangements.

2. Terms of the Agreement

2.1. The present Agreement comes into force on May 20, 2021 and shall be valid until May 19, 2022.

2.2. The Contractor undertakes to personally provide the services outlined in Article 1 of the present Agreement.

2.3. The Contractor undertakes to perform the analysis of matches using special software licensed by the Customer and not to disclose the results of it to any third parties.

3. Payment of services

3.1. The Contractor shall receive the gross payment for the successfully performed analysis of a match according to the following tariff scale:

- shoRt - 4 EUR
- shots - 3 EUR
- adv. shots - 6 EUR
- shoRt+shots - 7 EUR
- shoRt+advanced shots - 10 EUR

The gross payment is processed by the Customer by the 15th of each month for the services provided by the Contractor in the previous month.

3.2. Expenses related to banking commissions and other transactional costs associated with the payments shall be borne by the Contractor.

3.3. The Contractor is responsible for all the taxes and takes responsibility to pay them in a due time.

4. Responsibilities and rights of the Parties

4.1. At the request of the Company to diligently, based on the Contractor's best knowledge and skills, render the services outlined in Article 1 of the present Agreement.

4.2. At the request and in accordance with the Customer requirements, the Contractor shall promptly notify, either in writing or in oral, the Customer on the status of the services rendered under the present Agreement.

4.3. The Contractor shall keep strictly confidential and shall not disclose, or cause or permit to be disclosed, to any person or entity, any information about the conditions of the present Agreement.

5. Settlement of Disputes

5.1. Disputes in connection with or arising out of the performance of the present Agreement shall first be resolved through consultation between the Parties.

5.2. The present Agreement shall be governed by Irish law and shall be subject to the exclusive jurisdiction of the Irish courts.

6. Other conditions

6.1. The present Agreement shall enter into force upon its signing and shall be valid until the Parties fulfill their obligations.

6.2. The documents exchanged between the Parties under the present Agreement by e-mail shall have the legal force of the original.

6.3. Each Party has a right to terminate the present Agreement by providing a 7 (seven) days prior written notice to the other Party.

7. Addresses and bank details

Details of the Customer:

Instat Limited

18 Mallow Street, Limerick,
Co. Limerick, V94N12Y, Ireland
Registration No: 570235
VAT number: IE3399056MH
Bank details: AIB BANK
Bank address: Dublin Rd, Castletroy,
Limerick, Ireland
Sort Code: 93.01.48
Account No: 26639188
IBAN: IE97AIBK93014826639188
Swift: AIBKIE2D

The Customer

Details of the Contractor:

Nishant Ananda Gangurde

Date of birth: 04/09/1999
Place of birth: India
Identity number: 679255506702
Date of issue: 06/06/2019

The Contractor

_____ Alexander Kozlov

_____ Nishant Ananda Gangurde

Call Letter of Swaraj Kadam



CASB/1401/2/T&E

Central Airmen Selection Board
Air Force, Brar Square,
Delhi Cantonment
New Delhi – 110010.

22-01-2021

REG NO.: 1906020654
PSL : RGJDK19P
ROLL NO. : 1906478184
NAME : SWARAJ VILAS KADAM
DATE OF BIRTH : 24-06-2000

MAIN MEDICAL DUE CANDIDATE
CALL LETTER FOR ENROLMENT IN IAF
FOR GROUP 'Y' (IAF/S)



Dear Candidate,

1. I am pleased to inform that you are provisionally being called as **MAIN MEDICAL DUE** candidate for enrolment in **GROUP 'Y' (IAF/S)** in the IAF, on **09-02-2021** (AS AIRMAN). You are hereby directed to report along with this Call Letter at **0530 hrs** on **09-02-2021** to CO, **6 AIRMEN SELECTION CENTRE, AIR FORCE STATION COTTON GREEN, MUMBAI, MAHARASHTRA – 400033**.
2. **YOUR ENROLMENT WILL BE SUBJECT TO YOUR MEDICAL FITNESS AND AVAILABILITY OF VACANCIES IN ORDER OF MERIT.**
3. **A list of important instructions to be adhered to by you is annexed.**
4. **FAILURE TO ADHERE TO THE INSTRUCTIONS GIVEN IN PARA 1, 2 AND 3 ABOVE, WILL RESULT IN THE CANCELLATION OF YOUR CANDIDATURE.**
5. You have to make your own arrangement **for your stay till completion of Enrolment at the location mentioned at para 1 above**. Journey Ration Allowance(JRA) and Subsistence Allowance as applicable will be paid to you by **Airmen Selection Centre (ASC)**.
6. If you are enrolled based on merit, medical fitness in pre enrolment medicals and available vacancies for Intake 01/2021, you have to depart to **ATS, Belagavi** directly from the Airmen Selection Centre (ASC) under your own arrangement. The enrolment process may take one full day to complete. You are therefore advised to finalise your departure from enrolling Airmen Selection Centre (ASC) to designated Training Institute accordingly and get your reservation done under own arrangement so as to reach respective Training Institute within 03 days from the date of enrolment. Entitled class Rail / Bus Fare will be reimbursed to the enrolled candidates on production of ticket(s) from ASC you have been enrolled at to **ATS, Belagavi**, on arrival at the Training Institute.

(Sumit Prasad)
Wg Cdr
OIC T&E Wing

- Annexures :**
1. Important instructions for Candidates
 2. COVID-19 Undertaking
 3. Form of Consent (for Candidates aged below 18 yrs only)
 4. Joining Instructions is available on CASB website (www.airmenselection.cdac.in)

Note: This letter is digitally generated.

