

Ref. No. : APT/RES/EMP 816264

Date: 7th March, 2014

LETTER OF APPOINTMENT

"Form A"

(See Rule 22(1) of The Sales Promotion Employees (Condition of Services) Act 1976 with Sales Promotion Employees (Condition of Services) Rules 1976)

Name of the Establishment	: - Alembic Pharmaceuticals Ltd
Address	: - Alembic Pharmaceuticals Ltd, Alembic Road, Vadodara-390 003
Name of the employer	: - Alembic Pharmaceuticals Ltd

Name & address of the Sales Promotion Employee : **Mr. Dattu Namdeo Kale**

Mr. Kale , C/O Rajesh Electronics , Shop No. 49, Gurunanak Market , Shrirampur , Shrirampurahmadnagar , Maharashtra 413709

We are pleased to put you as **Probationary Medical Representative**, Alembic Respiratory w.e.f. **27th January , 2014** based at Sangammer as your Head Quarter on the following terms & conditions:

1. You will draw salary and allowances as stated in the Annexure A.
2. You will be on probation for a period of 6 months from the date of your joining the Company. On successful completion of the Probation Period you will be confirmed in writing in the services of the company. However, the period of Probation may be extended or curtailed based on your performance. Your performance shall be evaluated at regular intervals and in case you do not reach the expected levels of performance, the Company reserves the right to terminate your services.
3. You will be entitled to the working allowance and traveling fare as per the company's policy applicable to your cadre. Please note that the allowances do not form part of the salary
4. Your services may be transferred from one Headquarter, Region and Division to another based on exigencies of business at the discretion of the management. You are also liable to be transferred to any department/division/establishment of the Company at any location in India, without payment of any additional compensation, to meet with any exigencies of business at the sole discretion of management.
5. You will retire from the services of the Company on completion of 58 years of age. The company's decision in regard to your date of birth as per company' record will be final.
6. You will discharge your duties as per the instruction and guidance given by your superiors and management from time to time.
7. Your appointment shall be subject to Company rules and regulations in force now and that may come into force from time to time and such acts or laws and regulations as are applicable and are in force now and/or any such modifications or enactments that may come into force from time to time.

8. You shall inform of your monthly tour plan well in advance to your Superior and shall intimate immediately in writing to your superior about any changes in the same with reasons. You will inform your Superior whenever you leave / return to your headquarters. You shall submit daily reports, account of samples and its distribution in the appropriate forms available for the same.
9. Your hours of work are not fixed, but you shall work in the manner and as per timings followed generally by all probationary medical representatives. Further you will be required to travel extensively on Company's business which may extend to several weeks continuously.
10. You will be entitled to leave with pay in accordance with the provisions of the Sales Promotion Employees Act, 1976 and the rules or any amendments thereto and the rules framed by the company that may be in force from time to time. The granting of leave will depend upon the exigencies of work and will be at the sole discretion of the Company. You shall not at any time absent yourself from your work without prior consent of the company in writing.
11. You will inform in writing the management of any change in your residential address and family status at the earliest. On failing to do so, all communications intended to be served on you would be sent to your last address as per our records and this shall be deemed to be sufficient service on you.
12. You shall conduct yourself soberly, and carry out diligently and faithfully all the instructions given to you by your superiors in connection with the Company's business and to the best of your skills and ability to improve and further the business and interest of the Company.
13. You shall not either during the continuance of your employment or thereafter disclose, divulge, or make public or use any information / knowledge which you may acquire in the course of your employment in any way about any of the affairs or secrets of the Company or any processes, accounts, transactions and dealings of the Company to any person, firm or Company to the prejudice of Alembic Limited.
14. You will devote your whole time and attention exclusively to the duties entrusted to you and you will not engage yourself either directly or indirectly in work / business for any other person, firm or Company in any capacity and for whatsoever reasons.
15. You shall not accept or take any presents, commissions, or any kind of gratification in cash or kind from any person, party, firm or concern having dealings with the Company and if you are offered any, you should immediately report the same to the Company in writing. You shall not lend money to or borrow money from customers and suppliers of the Company.
16. You will be responsible for the safe keeping and return in good condition Company's articles and property which may be in your custody, care or charge. The Company shall have the right to deduct the money value of such Company property from your dues and take such other actions deemed proper in the event of your failure to account for such property to the satisfaction of the Management.
17. In case you are absent from your assigned duties for more than ten days at a stretch without the prior written approval of your Superior appropriate action will be initiated accordingly. Absence from your assigned duties for the purposes of this clause would also include not following the rules and procedures of our Company for submission of the daily, monthly or other prescribed reports.
18. Any instance of misconduct, breach of any of the clauses of this appointment letter, rules and regulations governing your employment, neglect of your duties, insubordination, riotous behavior, insolence, absence from duty without prior sanction, dishonesty, embezzlement and accepting any commission or discount from any merchant or outsiders or such behavior in contravention of traditional/ common for working as a Medical representative or if you are tried and/or convicted for any criminal offence, you shall be dealt with appropriately.

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ALEMBIC PHARMACEUTICALS LIMITED

ALEMBIC ROAD, VADODARA - 390 003 • TEL. : (0265) 2280550, 2280880 • FAX : (0265) 2282506
 Website : www.alembic-india.com • E-mail : alembic@alembic.co.in

19. In the event of your being indulging in any acts of omission or commission constituting misconduct, including unwelcome physical contact and advances and / or a demand or request for sexual favors and / or sexually colored remarks / jokes, and / or showing pornography and / or any other physical, verbal or non - verbal conduct of a sexual nature, which will tantamount to an act of moral turpitude, you shall be dealt with appropriately.
20. You will undergo such periodic medical examination as per requirements of the Company at the company's cost by any Doctor/panel of Doctors nominated by the Company. If after the examination, the Company is of the opinion that continuance of your services is not desirable or that you are incapable of discharging your duties satisfactorily the Company reserves the right to terminate your services on medical grounds.
21. In case of any dispute arising out of your employment the Courts, Tribunals and/or Authorities at Baroda only shall have exclusive jurisdiction to entertain, try and decide such disputes.
22. Your services may be terminated without assigning any reason whatsoever, by giving you one month's notice in writing or compensation in lieu thereof during the probationary period as well as after confirmation by either side. In case of adequate notices is not given by an employee, appropriate deductions shall be made from his dues to cover notice period.
23. Your appointment is subject to your proving that you are medically fit and our receiving satisfactory references about you.
24. You shall submit your reports and required information regularly to your superiors as per the Rules and Policy of the company in such prescribed format from time to time. You shall undertake to adhere to such schemes/procedures like Cell Phone reporting or such other method of reporting as the company decides as per the requirements and as per the exigencies of the business

We welcome you in our Organisation and look forward to your long and fruitful association with us.

For Alembic Pharmaceuticals Ltd,

ARVIND TRIPATHI
MANAGER - HUMAN RESOURCES

Please sign duplicate copy of this probationary appointment letter and send back to the Authorised Signatory as a token of your acceptance of the appointment on the terms and conditions mentioned here in above.

Place: Shiroda Pura.

Date:

C. N. Gupta
(Signature)

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Website : www.alembic-india.com • E-mail : alembic@alembic.co.in

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C T C D E T A I L S (As on Today)

Employee No.	816264
Name	DATTU NAMDEO KALE
Designation	Marketing Executive
Dept	Max's
Particulars	Amount (in Rs.)
Basic	6370
Allowances	
L. T. A.	443
Medical Allow.(Taxable)	531
Premium on Hospitalization	178
Kit Allowance	5195
H. R. A.	2330
Transport Allowance	800
Management Development Allowance	250
Retirement Benefits	
Provident Fund	764
Gratuity	306
Monthly Salary	17167
Bonus	(Yearly) 9000
Annual CTC	215004

Note : [Click here](#) to send your queries/clarification relating to CTC to HR Div. with complete details.

Salary Slip of the Month : Dec ▼ 2016 ▼ 60

Company :- ALEMBIC PHARMACEUTICALS LTD

Print Close

Emp No.	Name	Designation	Function/Department	Status	P.F.No.	Current Bank Ref.
816264	Dattu Namdeo Kale	Marketing Executive	Maxis	Permanent	GJ/BD/66926/31609	AXIS - 913010024463645
Earnings	Rate	Actual	Deductions			ESI No.
Basic	6370.00	6370.00	P.F	764.00		Present Days 31.0
H. R. A.	2330.00	2330.00	Prof. Tax.	200.00		L.W.P 0.0
Transport Allowance	800.00	800.00	M. L. W.	12.00		Previous Adj. 0.0
L. T. A.	443.00	443.00	Pr. Rounding	0.02		
Medical Allow (Taxable)	531.00	531.00	EPS 531.00			
Kit Allowance	5195.00	5195.00				
Cur. Rounding		0.02				
Incentive		3520.00				
Travel Bills		12581.00				
Management Development	250.00	250.00				
Al						
Gross Earnings	32020.02	Deductions	976.02		Net Pay	31044.00
					Month	Dec/2016

Days Payable(for Salary) 31.0
Note : The above information is based on the date on which salary is run. For details about your leaves, please go to Leave/OD Status under intranet.



महाराष्ट्रराज्य माध्यमिक व उच्च माध्यमिक शिक्षण मंडळ, पुणे
 Maharashtra State Board Of
 Secondary and Higher Secondary Education, Pune
 माध्यमिक शालान्त्र प्रमाणपत्र
 SECONDARY SCHOOL CERTIFICATE

असे प्रमाणित करण्यात येते की / This is to certify that

KALE DATTU NAMDEO

विभागीय मंडळ Divisional Board	आसन क्रमांक Seat No.	केन्द्र क्रमांक Centre No.	शाळा क्रमांक School No.	प्रमाणपत्राचा अनुक्रमांक Sr. No. of Certificate
PUNE	C103426	2041	12. 14. 005	115263

माध्यमिक शालान्त प्रमाणपत्र परीक्षा

has passed the SECONDARY SCHOOL CERTIFICATE EXAMINATION MARCH-2004

श्रेणीमध्ये खाली दर्शविलेले विषय घेऊन उतीर्ण झाला/झाली आहे.

in Grade SECOND

with subjects shown below.

मुख्य विषय Main Subjects	कमाल गुण Max. Marks	प्राप्त गुण Marks Obtained	श्रेणीचे विषय Subjects of Grade	श्रेणी Grade
MARATHI	100	057	[WORK EXP. /TECH.]	
HINDI	100	051	DRAWING & PAINTING	C
ENGLISH	100	062	[SCHOOL SUBJECTS]	
MATHEMATICS	150	085	HEALTH PHYSICAL ED SOCIAL SERVICE	C
SCIENCE	150	092	VALUE EDUCATION GENERAL KNOWLEDGE	A
SOCIAL SCIENCES	150	091		B
एकूण गुण/ Total Marks	750	438	PERCENTAGE 58.40	
एकूण प्राप्त गुण (अक्षरी)/ Total Marks Obtained (In words)	FOUR HUNDRED AND THIRTY EIGHT			
जन्म दिनांक / Date of Birth	27/03/1989 TWENTY SEVENTH MARCH NINETEEN EIGHTY NINE			

D 1952299

031868662

PUNE
22ND JUNE, 2004

विभागीय सचिव / Divisional Secretary

76131524



महाराष्ट्र राज्य माध्यमिक व उच्च माध्यमिक शिक्षण मंडळ, पुणे

Maharashtra State Board Of
Secondary and Higher Secondary Education, Pune
उच्च माध्यमिक प्रमाणपत्र परीक्षा - प्रमाणपत्र

HIGHER SECONDARY CERTIFICATE EXAMINATION - CERTIFICATE

असे प्रमाणित करण्यात येते की / This is to certify that

KALE DATTU NAMDEO

आईचे नांव / Mother's Name SUMAN

विभागीय मंडळ Divisional Board	आसन क्रमांक Seat No.	केन्द्र क्रमांक Centre No.	उच्च माध्यमिक शाळा क्रमांक Higher Secondary School No.	प्रमाणपत्राचा अनुक्रमांक Sr. No. of Certificate
AURANGABAD	R100441	196	56. 08. 001	019073

उच्च माध्यमिक प्रमाणपत्र परीक्षा (३० + २ आकृतीबंधानुसार)

has passed the **HIGHER SECONDARY CERTIFICATE EXAMINATION FEBRUARY-2006**

(Under 10 + 2 Pattern)

श्रेणीमध्ये खाली दर्शविलेले विषय घेऊन उत्तीर्ण झाला/झाली आहे.

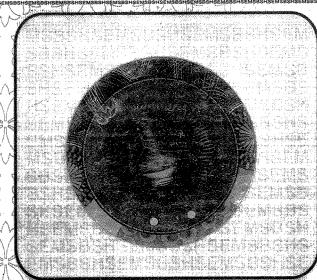
in Grade I

with subjects shown below.

सांकेतिक क्रमांक व विषय Subject Code No. and Subjects	कमाल गुण Max. Marks	प्राप्त गुण / Marks Obtained		In Words
		In Figures		
01 ENGLISH	100	043	FORTY THREE	
04 HINDI	100	070	SEVENTY	
49 ECONOMICS	100	082	EIGHTY TWO	
50 BOOK-KPNC & ACCNTNCY	100	074	SEVENTY FOUR	
51 ORGANISATION OF COMM	100	082	EIGHTY TWO	
52 SECRETARIAL PRACTICE	100	067	SIXTY SEVEN	
एकूण गुण /Total Marks Percentage 69.67	600	418	FOUR HUNDRED AND EIGHTEEN	

F0215085

81443129087



AURANGABAD
5TH JUNE, 2006

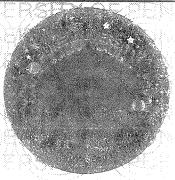
विभागीय सचिव / Divisional Secretary

B. D. Chaware



UNIVERSITY OF PUNE

GANESHKHIND, PUNE 411 007.



**STATEMENT OF MARKS FOR B.COM. EXAM
(2004 PATTERN)
APR/MAY 2007**

SEAT NO.	60104	CENTRE	009	
NAME	KALE DATTU NAMDEO		PERM. REG. NO.	20752331C
COLLEGE	034		MOTHER'S NAME :	SUMAN

YEAR	COURSE NAME	MARKS OBTAINED			
		PP	TEX	UEX	TOT
2	2117 BUSINESS COMMUNICATION	16	19	47	082
	2127 CORPORATE ACCOUNTING	-	10	32	042
	2137 BUSINESS ECONOMICS (MACRO)	-	16	43	059
	2147 BUSINESS MANAGEMENT	-	15	65	080
	2157 CORPORATE LAW	-	18	53	071
	2257 BANKING & FINANCE-I	16	15	45	076
	2777 A COURSE IN ENVIRONMENTAL AWARENESS			GRADE ->	A
3	3117 * BUSINESS REGULATORY FRAMEWORK (M.LAW)	-	17	49	066
	3127 * ADVANCED ACCOUNTING	-	11	39	050
	3137 * INDIAN & GLOBAL ECONOMIC DEVELOPMENT	-	16	63	079
	3157 * AUDITING & TAXATION	16	17	48	081
	3255 * BANKING & FINANCE-II	13	15	27	055
	3257 * BANKING & FINANCE-III	17	18	42	077

GRAND TOTAL: 818

RESULT: FIRST CLASS

CONTROLLER OF EXAMINATIONS

=0.4 & =0.163

STATEMENT NO.:

4946

DATE:

30 JUNE 2009

* = CURRENT APPEARANCE



भारत सरकार
GOVERNMENT OF INDIA

दन्तु नामदेव काळे

Dattu Namdeo Kale

जन्म वर्ष / Year of Birth : 1987

पुरुष / Male



6959 3079 0984

आधार — सामान्य माणसाचा अधिकार



भारतीय विशिष्ट ओलख प्राधिकरण
UNIQUE IDENTIFICATION AUTHORITY OF INDIA

पत्ता नं. इंग्रीश स्कूल जवळ,
तालुका-श्रीरामपूर, मुठेवडगाव,
अहमदनगर, वाढळा महादेव, महाराष्ट्र,
413739

Address: NEAR NEW ENGLISH
SCHOOL,
TALUKA-SHIRIRAMPUR,
Muthewadgaon, Ahmadnagar,
Vadala Mahadeo, Maharashtra,
413739



1947

1800 180 1947



help@uidai.gov.in



www.uidai.gov.in

P.O. Box No. 1947,
Bengaluru-560 001

आयकर विभाग
INCOME TAX DEPARTMENT



भारत सरकार
GOVT. OF INDIA

DATTU NAMDEO KALE
NAMDEO PANDHARINATH KALE

27/03/1989
Permanent Account Number

BZUPK9882J

Signature

