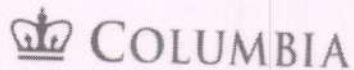


Department of Ophthalmology



*Edward S. Harkness Eye Institute
Vagelos College of Physicians and Surgeons
Columbia University Irving Medical Center*

PERSONAL AND CONFIDENTIAL

July 20, 2022

Hilal Ahmad Mir, Ph.D.
Checki Yangoora, Lar, Ganderbal
Jammu and Kashmir, India
191131

Dear Dr. Mir:

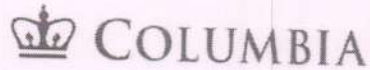
I am pleased to offer you an academic appointment as Postdoctoral Research Scientist in the Department of Ophthalmology at the Columbia University Irving Medical Center. As is the case with all academic appointments at Columbia University Irving Medical Center, your appointment is made in accordance with the provisions of the University's Statutes and the other rules of governance of the University, and it is contingent upon satisfactory evaluation of the attached pre-hire attestation.

Here we have put together a summary of some of the key administrative aspects of your appointment which you can use as a guide as a member of the Columbia University research community.

Term and Termination

- a. Your initial appointment will be from October 10, 2022 to October 9, 2023. Reappointment for subsequent terms is dependent on funding, satisfactory progress in training, performance of all duties, and continued visa clearance (if applicable); If you will not be reappointed, you will be given 90 days' notice before your appointment end date.
- b. If you decide to resign from your position, you are expected to provide 90-days written notice to your Principal Investigator, Dr. Xin Zhang.
- c. When your appointment ends, we expect that you will have completed all of your responsibilities, including the timely completion of research-related materials.

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For more information, including COVID-19 policies and guidelines, please see the University COVID-19 website at <https://covid19.columbia.edu/>. Compliance with these measures is mandatory. The health of all depends upon our collective and ongoing commitment.

In accordance with New York State's HERO Act, we are providing all new employees with a copy of the prevention plan that Columbia has adopted to protect against the transmission of any airborne infectious diseases in the workplace as designated by the New York State Commissioner of Health. The plan can be found here: <https://research.columbia.edu/sites/default/files/content/EHS/COVID-19/HeroActPlan.pdf>.

We are excited at the prospect of your joining Columbia and would be delighted if you choose to accept our offer. If you are in agreement with the terms outlined above, please sign in the space provided below and return a copy of this letter and the pre-hire attestation by email.

If you have any questions or need additional information, do not hesitate to contact me.

Sincerely,



Xin Zhang, Ph.D.

Professor of Ophthalmic Science (in Ophthalmology and in Pathology and Cell Biology)

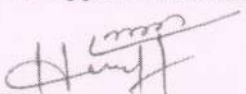


George A. Cipffi, M.D.

Professor and Chairman

Department of Ophthalmology

I accept the appointment under the terms set forth above.



Hilal Ahmad Mir, Ph.D.

01/08/2022

_____ Date

August 1, 2022

Professor Xinnan Wang
Neurosurgery
Stanford University
Stanford, CA 94305

Sajad Bhat
Syed Rehmaniya Colony
Brane Nishat
Srinagar, Jammu and Kashmir 191121 IND

Dear Dr. Bhat:

I am pleased to offer you an appointment as a Postdoctoral Scholar in Neurosurgery. This letter is intended to document our understanding of your appointment.

During this appointment, you will be involved in investigating molecular mechanisms underlying mitochondrial structure, dynamics, and function and their link to neurological disorders. Your initial appointment will begin on October 17, 2022, and end on October 16, 2023. Your total support for the initial year of training will be ~~\$68,250.00~~ plus certain medical, dental, vision, and life insurance coverage through Stanford's postdoctoral scholar programs. The source of your funding will be from R01 grant 1256831-100-PAIFD.

Prior Postdoctoral Research: Stanford has a five-year postdoctoral term limit policy that includes most prior postdoctoral experience. Your prior postdoctoral research experience, calculated in months from your submitted information, was reported as: 0.

As a member of the Stanford academic community, you will be subject to the applicable policies and procedures of the University; many of the policies and procedures that relate specifically to Postdoctoral Scholars are set forth in Research Policy Handbook (RPH) Chapter 10.3. For your records, please print a copy of this letter along with the Terms and Conditions of Postdoctoral Offers governing all postdoctoral appointments at Stanford.

In order to prepare for your transition to campus and to living in the San Francisco Bay Area, please visit the Office of Postdoctoral Affairs (OPA) website. This website provides a wealth of information to support your training at Stanford.

The following sections provide additional important terms and conditions of this offer.

Term of Appointment: Effective on September 1st of each year, your funding support may change in order to meet the University's stipend/salary levels of support for postdoctoral scholars in a given academic year. At the end of the initial appointment and subject to the term limits set forth Research Policy Handbook (RPH) Chapter 10.3, your appointment may be eligible for renewal, based on satisfactory performance, the existence of funding, and programmatic need. Your appointment may be terminated prior to the anticipated end date noted above based upon loss of funding, change in programmatic need, or unsatisfactory performance on your part.

Funding: At this time or during the term of your appointment, if you will receive other funding to support

Stanford, this offer is contingent upon approval by the Office of Postdoctoral Affairs. You will be notified by email once this process is completed.

I look forward to you joining Neurosurgery.

Should you have any questions about the status of your appointment, please contact our departmental postdoctoral administrator Angela Estrada by e-mail at byrnesa@stanford.edu.

Sincerely,
Professor Xinnan Wang

[Sent via electronic delivery.]



National Centre for Biological Sciences
Tata Institute of Fundamental Research

Prof. Rajesh K Ladher
Head, Academics

Ref: TFR: NCB/PA-I/SZA/2022

25th November, 2022

Mr. Syed Zeeshan Ali
C/o. Prof. K. VijayRaghavan
National Centre for Biological Sciences (NCBS)
Tata Institute of Fundamental Research (TIFR)
GKVK Post, Bellary Road
Bangalore-560 065
E-mail: Szaandrabi@gmail.com

Dear Mr. Syed Zeeshan Ali,

I am writing to offer you a position as a **Project Associate-I** in the laboratory of **Prof. K. VijayRaghavan** at National Centre for Biological Sciences (NCBS), TIFR, Bangalore. This appointment is with effect from **01st December 2022 to 30th November 2023**. Extension of this appointment is contingent on a favourable review of your performance.

You will be paid a monthly fellowship of Rs.25,000/- and a House Rent Allowance (HRA) @ 24% of fellowship as per norms. Accommodation is not provided with this appointment and terms and conditions are as described in the Annexure to this letter.

Kindly let us know whether you wish to accept the position on the terms stipulated above and if so, report to Academic Office (acadoffice@ncbs.res.in) for other joining formalities.

With best wishes,

Yours sincerely,

Rajesh K Ladher