



#### **NOTICE TO FORMER STUDENTS AND EX-ASSOCIATES OF TAAB BIOSTUDY SERVICES (BEFORE JANUARY 2023)**

TAAB Biostudy Services was established under the academic leadership and vision of our Founder, **Late Prof. Dr. Tapan Kr. Pal**. All appointments made prior to **January 2023** were facilitated under his direct guidance and were structured as **academic support positions**. These appointments were created to:

- Support **PhD scholars, postgraduate students, and research associates** pursuing academic projects.
- Provide **industry exposure** through TAAB while ensuring students received academic guidance from their affiliated universities.
- Extend **stipend-based support** to candidates, irrespective of academic background, as part of Dr. Pal's commitment to academic excellence and social responsibility.

It must be noted that these appointments were **not regular employment contracts**. They were academic in nature, designed as stipends or fellowships to enable students to complete higher education and research. **No provision for Provident Fund (PF), Gratuity, or other statutory employment benefits was ever included** in such academic stipends/appointments.

Prof. Dr. Pal, in his lifetime, personally mentored and supported several students—including those from marginalized families—treating them as his own. His last group of doctoral students completed their studies during late 2022, just before his demise in **November 2022**.

Since **January 2023**, with new management, TAAB Biostudy Services has transitioned into a structured organization. Today, all appointments are made with **formal employment terms**, and TAAB is committed to ensuring **full compliance with statutory rights and benefits** for employees.

Therefore, any **ex-students or associates appointed before January 2023 under academic stipends** are kindly informed that **claims for PF, gratuity, or statutory employment benefits are not applicable**, as no such provisions were part of the appointments issued by Prof. Dr. T.K. Pal.

We respectfully urge all concerned to recognize the **academic nature** of their association with TAAB during that period and to engage with professionalism in this matter. The contribution of TAAB and Dr. Pal in shaping their educational and professional journey should be acknowledged with due respect.

We extend our **best wishes** to all who were associated with TAAB during its academic partnership phase and trust that they will continue to uphold the values of **integrity and professionalism** that Prof. Dr. Pal stood for.

For any queries, please write to **taab\_bio@taabbiostudyservices.com**.

Claims, if any, must be supported with: Attested copies of academic qualifications. Offer letter issued by TAAB (signed and acknowledged). Relieving letter

All documents will undergo third-party verification to confirm authenticity of signatures. TAAB reserves the right to take necessary measures to protect its reputation and will share verified reports only with recognized academic authorities and scientific institutions, upon request.

**By Order of Management**  
**TAAB Biostudy Services**