

5.2.1 PLACEMENT OF OUTGOING STUDENTS (2018-19)

S.No	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	DHARA ASHOK	M.PHARMACY	2019	LEGATO HEALTH TECHNOLOGIES	2,30,000/-
2	DHARGURI SAGARIKA	M.PHARMACY	2019	OPTUM GLOBAL SOLUTIONS	1,81,300/-
3	GODUGU RAJINI KUMAAR	M.PHARMACY	2019	LEGATO HEALTH TECHNOLOGIES	2,30,000/-
4	ITTEDE SANKETHREDDY	M.PHARMACY	2019	RCM HEALTH CAREPRIVATE LTD	2,16,000/-
5	JADA SHARADHA	M.PHARMACY	2019	AVENIDA	1,80,000/-
6	KOUDAGANI RANI	M.PHARMACY	2019	SUNRISE INTERNATIONAL LABS LTD	2,16,000/-
7	NAMOJU MANASA	M.PHARMACY	2019	APOLLO PHARMACY	2,30,000/-
8	SHANABOINA KAVITHA	M.PHARMACY	2019	APOLLO PHARMACY	2,30,000/-
9	VELPULA BHAVANI	M.PHARMACY	2019	APOLLO PHARMACY	2,30,000/-
10	ALLAMPALLY RAKESH	M.PHARMACY	2019	AUROBINDO PHARMA	2,16,000/-
11	BARLA PRANEETHA	M.PHARMACY	2019	LEGATO HEALTH TECHNOLOGIES	2,30,000/-
12	BEERELLI UMA	M.PHARMACY	2019	AVENIDA	1,80,000/-
13	BUDIME PRASHANTH	M.PHARMACY	2019	MSN LABORATORIES	1,77,400/-
14	BHUKYA ESHWAR	M.PHARMACY	2019	US PHARMACOPIA	2,80,000/-
15	D.RAVIKIRAN	M.PHARMACY	2019	MSN LABORATORIES	1,77,400/-
16	PASUNURI SHRAVANI	M.PHARMACY	2019	AVENIDA	1,80,000/-
17	BASKULA NAVEEN	B.PHARMACY	2019	VERA SMART HEALTH CARE PVT LTD	1,80,000/-
18	BOYNENI VISHNUPRIYA	B.PHARMACY	2019	APPOLO	2,30,000/-
19	CHEERALA PRANITHA	B.PHARMACY	2019	APPOLO	2,30,000/-
20	TALARI HARITHA	B.PHARMACY	2019	WIPRO	1,20,000/-
21	CHUNCHA SIRIVENNELA	B.PHARMACY	2019	APPOLO	2,30,000/-
22	ELIGETTI MANOHER	B.PHARMACY	2019	ESPIES PVT LTD	1,68,000/-
23	ETTABOINA RAYALIKA	B.PHARMACY	2019	ESPIES PVT LTD	1,68,000/-
24	GODASI SUPRIYA	B.PHARMACY	2019	PROGENERICS PVT LTD	1,20,000/-



25	G.SONALI MAHESH	B.PHARMACY	2019	AUROBINDO PHARMA	2,16,000/-
26	JODU MUNTHALA MOUNIKA	B.PHARMACY	2019	HETERO LABS PVT LTD	2,16,000/-
27	KANAPARTHI ASHWITHA	B.PHARMACY	2019	CODITECH SFTWARE SOLUTIONS	4,80,000/-
28	K.SHRAVAN KUMAR	B.PHARMACY	2019	COTIVITY SOLUTIONS PVT LTD	1,77,400/-
29	G.SAI SANTHOSH	B.PHARMACY	2019	MSN LABORATORIES	1,77,400/-
30	KENCHI MOUNIKA	B.PHARMACY	2019	WIPRO	1,20,000/-
31	KONDI SAI RAM	B.PHARMACY	2019	PROGENERICS PVT LTD	1,20,000/-
32	MOTHKURI SOUMYA	B.PHARMACY	2019	VERA SMART HEALTH CARE PVT LTD	1,80,000/-
33	MOUNIKA.P	B.PHARMACY	2019	RELIANCE	2,59,200/-
34	SIRANGI VARUNDER	B.PHARMACY	2019	CREDOLIFESCENCES	2,60,000/-
35	DAMALLA MAHENDAR	B.PHARMACY	2019	MSN LABORATORIES	1,77,400/-
36	ADEPU USHA SREE	PHARM D	2019	ZADO INFOTECH SOLUTIONS	1,44,000/-
37	ALTHAPU SIREESHA	PHARM D	2019	ARCHERON CLINICAL SOLUTIONS PRIVATE LTD	4,80,000/-
38	BHAVU ESHWARA ROHINI	PHARM D	2019	GD RESEARCH CENTER	2,53,608/-
39	CHEKOORTH DEEKSHITHA	PHARM D	2019	RENOVA SOUMYA CANCER CENTER	3,00,000/-
40	GURUVA CHARAN DAS	PHARM D	2019	GD RESEARCH CENTER	2,53,608/-
41	JUVERIA TARANNUM	PHARM D	2019	INDEGENE	4,00,000/-
42	LINGAPPANOR SHUBHAM	PHARM D	2019	ASTER AADHAR HOSPITAL	4,22,904/-
43	LOWDYAVATH KAVITHA	PHARM D	2019	YASHODA HOSPITAL	2,40,000/-
44	MAMINDLA POOJITHA	PHARM D	2019	VIGI MEDSAFE	2,49,996/-
45	MANUPATHI GEETHA RANI	PHARM D	2019	VEENA MEDICARES	2,40,000/-
46	MEESALA VASTHALYA	PHARM D	2019	YASHODA HOSPITAL	2,40,000/-
47	MIRYALA RAM REDDY	PHARM D	2019	GUARDIAN MULTI SPECIALITY HOSPITAL	4,80,000/-
48	MOGILICHARLA SHARANYA	PHARM D	2019	PPD PHARMACEUTICAL DEVELOPMENT INDIA PVT LTD	208,920/-
49	P.CHIRANJEEVI	PHARM D	2019	RENOVA NEELIMA HOSPITAL	3,00,000/-
50	PITTALA MANASWINI	PHARM D	2019	MARKO CARE	3,00,000/-
51	RAMAVATH SRINU	PHARM D	2019	SREE GANESHA ORTHOPEDIC HOSPITAL	2,40,000/-
52	SALVERU DEVI PRIYA BHARGAVI	PHARM D	2019	YASHODA HOSPITALS	2,40,000/-
53	THUMMANAPALLY NANDINI	PHARM D	2019	YASHODA HOSPITALS	2,40,000/-
54	UPPUNUTHULA ANUSHA	PHARM D	2019	ZIVA FERTILITY AND EMBRYOLOGY CENTER	3,36,000/-
55	VUYYALA NIKHITA	PHARM D	2019	ZIVA FERTILITY AND EMBRYOLOGY CENTER	3,36,000/-



Sanjeev
PRINCIPAL
 Balaji Institute of Pharmaceutical Sciences
 Laknepally (V), Narsampet (M)
 Warangal (Dt) - 506 331 (T.S)

Anthony
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 Balaji Institute of Pharmaceutical Sciences
 Laknepally (V), Narsampet (M)
 Warangal (Dt) - 506 331 (T.S)



Balaji Institute of Pharmaceutical Sciences

Laknepally, Narsampet, Dist. Warangal (Rural) - 508 331 (T.S.)

Off. : +91 98660 50044, Fax : 08718 23052

E-mail : principal@bipswgl.org.in

Website : www.bipswgl.org.in

Mobile : 9866652412

Date: 01-11-2019

APPOINTMENT ORDER

Sub: - Appointment Order for the post of Assistant Professor - Issued

We are pleased to appoint Dr. Geetharani Manupati Assistant Professor in Department of Pharm-D, Balaji Institute of Pharmaceutical Sciences, Laknepally, Narsampet, on regular basis on a basic pay of Rs. 12000 - 3720 - 1800 - 1000 - 18520/- per month.

Terms and conditions:

1. Should report on or before 30 days from the date of appointment.
2. Should abide by the rules and regulation of the institution as may be laid down by the Management from time to time.
3. Should submit 10th Class and relevant Degree Certificate, PG Degree Certificate & Ph.D. Certificate.
4. Should appear before duly constituted Selection Committee for regular appointment.
5. Should give two months notice in case he/she wants to discontinue the service.


PRINCIPAL

Copy to:

1. Dr. Geetharani Manupani
2. Office Copy




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Warangal (R) - 508 331 (T.S.)

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09 November 2019

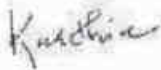
Dear Y.Shanmitha,

It is our pleasure to offer you a position of Clinical Content Developer at Avenida. It has been a pleasure interacting with you over the past few weeks. We are very impressed with your passion.

We are confident that as a Clinical Content Developer you will make significant contribution in Avenida's mission of pursuing better solutions for healthcare and education.

Should you have any questions, please let us know.

We look forward to working with you!



Dr. Karthik Rakam
Co-founder and CEO



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Warangal (Dt) - 506 331 (T.S)



June 12, 2019

Zunaira Fathima
Hyderabad

Reg: Offer of Employment

Dear Fathima,

We are pleased to offer you the position of **Associate – Claims** at **Legato Health Technologies LLP** (hereinafter referred to as "Legato") reporting to the **Team Lead – Claims**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR. 230,000 /- (Rupees Two Lakhs Thirty Thousand Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon your acceptance within 3 business day and on confirmation that you are legally authorized to work in your position on your start date and at all times thereafter, the successful verification of your background information. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you.

At the time of reporting for duty, produce certified true copies of all your credentials as asked for.

Your employment with Legato will commence from your effective date of joining i.e. **1st April 2019** and subject to completion of all joining formalities. You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Till such time as the employment agreement is fully executed by you, no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Anillesh Seth
Country Head & Designated Partner
Legato Health Technologies LLP

Zunaira Fathima
Date:

Legato Health Technologies, LLP | www.legatohealth.com
Tower 1, 2nd Floor, GAR Corp - Laxmi Infobahn SEZ, ORR Service Road, Kokapet Village, Gandipet Mandal, Rangareddy District, Hyderabad - 500075

LLPIN: AAL-0928 | PAN : AAHFL3010G | GSTIN : 36AAHFL3010G1ZP


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Bataji Institute of Pharmaceutical Sci
Laknepally (V), Narsampet
Warangal (Dt) - 508 331 (T.N.T.)



June 12, 2019

Dhara Ashok
Hyderabad

Reg: Offer of Employment

Dear Ashok,

We are pleased to offer you the position of **Associate – Claims** at **Legato Health Technologies LLP** (hereinafter referred to as "Legato") reporting to the **Team Lead – Claims**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR. 230,000 /- (Rupees Two Lakhs Thirty Thousand Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon your acceptance within 3 business day and on confirmation that you are legally authorized to work in your position on your start date and at all times thereafter, the successful verification of your background information. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you.

At the time of reporting for duty, produce certified true copies of all your credentials as asked for.

Your employment with Legato will commence from your effective date of joining i.e. **1st April 2019** and subject to completion of all joining formalities. You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Till such time as the employment agreement is fully executed by you, no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Anil Seth
Country Head & Designated Partner
Legato Health Technologies LLP

Dhara Ashok

Date: 

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Balaji Institute of Pharmaceutical
Laknepally (V), Narsam
Warangal (Dt) - 506 331

Legato Health Technologies, LLP | www.legatohealth.com
Tower 1, 2nd Floor, GAR Corp - Laxmi Infobahn SEZ, ORR Service Road, Kokapet Village, Gandipet Mandal, Rangareddy District, Kokapet,
Hyderabad - 500075.
LLPIN: AAL-0928 | PAN : AAHFL3010G | GSTIN : 36AAHFL3010G1ZP



July 1, 2019

Dharguri Sagarika
khairatabad
Hyderabad Telangana
500004

Dear Dharguri Sagarika,

Further to your recent meetings and discussions with us, we are pleased to offer you employment with Optum Global Solutions (India) Pvt. Ltd. (formerly known as QSSI Technologies India Pvt. Ltd.) ("the Company") a UnitedHealth Group Company, in the position of **Pharma Benefit Analyst** at salary grade 22. Your work location shall be at Company's office located at **Gachibowli, Hyderabad**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **April 3, 2019**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the company:

- (i) Highest Degree Certificate
- (ii) PAN Card OR Passport
- (iii) Relieving Letter/ Experience Letter from all the organizations worked in last 5 years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

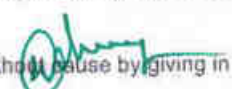
Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **90 days** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional Ninety (90) days in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in


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writing to the other party, Thirty (30) days notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

PLACE OF POSTING

Your initial place of posting shall be at the Company's office located at **Gachibowli, Hyderabad**. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the **Pharma Benefit Analyst** and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual fixed salary of **Rs.181,130.00, (Rupees One Lakh Eighty One Thousand One Hundred Thirty Only)**. Your cost to the Company (CTC) shall be **Rs.232,694.00, (Rupees Two Lakhs Thirty Two Thousand Six Hundred Ninety Four Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

BONUS

You shall be eligible for bonus as per the Company's bonus policy.

TERMINATION OF EMPLOYMENT

During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, Thirty (30) days notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

After completion of the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 30 days notice. The Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

However, notwithstanding the above, the Employee must refer to the Company's Separation Policy (as available on Company's Intranet link) for the notice period days applicable to them based on their entity, grade and employment status at the time of resignation.

The notice period matrix, as provided under the Company's Separation Policy, shall be applicable with the change in employee job family, job role and employment status. The provisions of the notice period matrix, as provided under the Company's Separation Policy, shall over-ride the notice period as stipulated in the appointment contract or any other document signed before this date.


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No separate individual employee consent shall be necessary for applicability of this clause.

In case of any conflict pertaining to the notice period between this Offer letter and the prevalent Separation Policy of the Company, the contents of the Separation Policy shall take precedence over the terms of this offer letter and shall be binding on the employee.

Your employment shall also be governed by the standard terms and conditions, which are annexed hereto as Appendix 3 and the same shall form an integral part of this letter of appointment.

Your employment is conditional upon your acceptance of the standard terms and conditions and the specific provisions contained in Appendix 3.

Kindly sign and return the duplicate copy of this letter of appointment along with the Appendixes, as a token of your acceptance of the terms and conditions set out herein. Also, please initial each page of this letter of appointment and the Appendixes.

Please note that by signing this letter of appointment, you have agreed to accept the employment with the Company on the terms and conditions set out herein. Upon your signature and return to us, this letter of appointment shall be treated as an employment agreement and the terms and conditions of this letter of appointment shall govern your employment with the Company.

This letter of appointment shall automatically stand revoked in the event you do not join the Company on or before the effective date mentioned in this letter of appointment.



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Warangal (Dt) - 506 331 (T.S)

It is a pleasure to welcome you as a part of **Optum Global Solutions (India) Pvt. Ltd.**, We are confident that your employment with the Company shall prove mutually beneficial and rewarding and we look forward to having you join us.

Congratulations and welcome to **Optum Global Solutions (India) Pvt. Ltd.** You shall be receiving an e-mail communication from us shortly for your new hire orientation training. You are requested to attend the same on your first day of reporting along with the documents as mentioned in the Appendix '2'. Should there be a change in your start date, it is mandatory that the same be communicated to us a week in advance.

Kadagala Rithu, we thank you for considering **Optum Global Solutions (India) Pvt. Ltd.** as your future employer! We have bold objectives;

- Improve the lives of others;
- Change the landscape of health care forever;
- Leave the world a better place than we found it.

Joining us, shall put you amongst a team that is committed to excellence in everything we do. We are passionate, energetic and focused. You'll be sharing a culture of leadership and excitement as you begin to do **your life's best work.**SM

For **Optum Global Solutions (India) Private Limited**



Gayatri Varma
Vice President | Human Capital

I accept this letter of appointment on the terms and conditions as described herein.

ACKNOWLEDGEMENT:

Kadagala Rithu

Date: _____



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Appendix 1

Employees shall be entitled to health, personal accident and life insurance benefits as per the Company's policy (over and above CTC)

- i. Gratuity shall be paid as per the Gratuity Act (over and above CTC)
- ii. Employees shall be eligible for provident fund as per the Employees Provident Fund and Miscellaneous Provisions Act, 1952
- iii. Employees shall be eligible for Employees State Insurance as per the Employees State Insurance Act, 1948
- iv. No payment under the Rewarding Results Plan/ bonus is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year as per the Company discretion.
- v. Take home salary shall be net of provident fund & income tax deductions depending on your savings under various schemes. Also, the monthly take home shall be impacted depending on the reimbursements claims every month.
- vi. Leave travel allowance (LTA) shall be payable once in a year as governed by the internal policy of the Company.

Appendix 2

Please come prepared with the following required documents (photocopies & originals) on your first day of joining:

- Highest Degree Certificate OR Highest Qualification Marksheet
- PAN CARD – In case you do not have PAN CARD, please apply for a PAN CARD and submit a copy of 'Acknowledgement of PAN CARD Application'
- Date of Birth Proof – Class Xth Certificate
- 6 passport size photographs
- Relieving letter / Experience letter for your immediate last employment. In case the relieving letter has not been issued as yet, kindly carry a copy of your resignation acceptance
- Copy of UAN CARD or FORM 11 (downloaded from EPFO portal). This is applicable for the employees with prior work experience, if UAN has been issued by the previous employer
- Copy of AADHAAR CARD – In case you do not have AADHAAR, please apply for AADHAAR and submit a copy of 'Acknowledgement of AADHAAR Application'

Your employment with the Company shall be subject to submission of the above documents and required joining forms within 45 (forty five) days of your joining. The Company reserves the right to terminate your employment, in the event the above documents and forms are not submitted within the time stated above.

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Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (DI) - 506 331 (T.S)

Appendix 3

STANDARD TERMS AND CONDITIONS OF EMPLOYMENT

This appendix containing the Standard Terms and Conditions of employment is attached to the letter of appointment and shall be deemed to be an integral part thereof. Your employment is conditional upon your acceptance of the standard terms and conditions detailed herein.

1. CONFIDENTIALITY

1.1 The term "Confidential Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public/outside at large and that concerns the business, activities, financial affairs, trade secrets, technology of the Company or otherwise relates to the Company, in any manner whatsoever, its employees, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company. You shall hold such Confidential Information in trust and confidence, and not disclose or divulge such Confidential Information to any other person or entity or use any such Confidential Information for your own benefit or benefit of any other party, unless so authorized by the Company or required to be so disclosed or divulged in the course of the proper execution of your duties. You agree to sign the 'Confidentiality Agreement' in this regard, the terms of which shall form an inalienable part of this letter of appointment.

1.2 You undertake not to make copies or duplicates of any tangible Confidential Information or other sensitive property or materials of the Company, including but not limited to keys, access cards, diskettes, programs, photographs or such other proprietary information relating to the Company's business.

1.3 You shall keep strictly confidential, details of your salary and the employment benefits provided to you, within and outside the Company.

1.4 You agree and confirm that the terms and conditions of this Section 1 shall survive the termination or discontinuation of your Services with the Company.

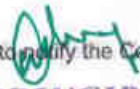
2. NON-SOLICITATION

You shall not, during the term of your employment and for a period of twelve (12) months immediately following any termination of such employment (regardless of whether such termination is voluntary or involuntary), directly or indirectly, individually or on behalf of any other person, firm, corporation or other entity: (a) interfere with the Company's continuing relationships with its other employees, (b) disparage the Company with such other employees, (c) attempt to induce such other employees to leave their employment with the Company, (d) interfere with the Company's continuing relationships with its suppliers or customers, (e) disparage the Company with suppliers or customers, (f) sell, attempt to sell or solicit the sale of products competitive with those of the Company to the Company's customers, or (g) take any action to discourage or divert any suppliers or customers from doing business with the Company.

3. NON-COMPETITION

3.1 You agree that some restrictions on your activities during and after your employment are necessary to protect the goodwill and other legitimate interests of the Company. During your employment, you agree not to engage yourself for any outside business competitive with the Company. During the employment and for a period of one year after your employment terminates/expires (the "Restriction Period") with the Company, you undertake not to compete, directly or indirectly, with the Company in the Territory described below; whether as an employee, consultant, agent, partner, owner, investor, or otherwise. Specifically, but without limiting the foregoing, you agree not to engage in any manner in any activity that is directly or indirectly competitive or potentially competitive with the business of the Company as conducted or under consideration at any time during your employment. For purposes of this provision, the business of the Company shall include all services and products offered by the Company in any manner or under development, and your undertaking shall encompass all items, products, and services that may be used in substitution for the products. You acknowledge that the Company's business is global in scope and therefore the "Territory" referred to above shall include the entire world.

3.2 Notification Requirement: Until 6 (six) months after the period set forth in Section 3.1, you undertake to notify the Company in


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writing of any change in your address and of each new job or other business activity in which you plan to engage, at least 30 days prior to beginning such job or activity. Such notice shall state the name and address of any new employer and the nature of your position/designation.

4. INTELLECTUAL PROPERTY RIGHTS

You shall disclose promptly, completely and in writing to the Company any discovery, invention, methodology or improvements made thereto, process, software applications or products, conceived, developed or discovered by you, either individually or jointly with others, during your employment ("Inventions") and such Inventions whether or not patent applications are filed thereon shall at all times belong absolutely to and be the sole and absolute property of the Company. You agree to treat such Inventions as Company proprietary and confidential and to use such Inventions solely for the benefit of the Company. You agree to assign to the Company any and all rights, title and interest, including, but not limited to, copyrights, trade secrets and proprietary rights to the Inventions, information, materials, products and deliverables developed during the performance of services to the Company. You agree that all the work performed by you and all Inventions, information, materials, products and deliverables developed by you while in the employment of the Company shall be the exclusive property of the Company and all title and interest therein shall vest in the Company. If and when required by the Company, you shall at the Company's expense take out or apply for patents, licenses or other rights, privileges or protection, as may be directed by the Company in respect of such Inventions, so that the benefit thereof accrues to the Company. You shall execute and do all instruments, acts, deeds and other things, which may be required by the Company for assigning, licensing any Inventions made during the employment, which shall vest with the Company including the name and all benefits arising in respect thereof.

Pursuant to its exclusive proprietary rights, the Company shall have the sole and exclusive right inter alia to use, modify or adapt the Inventions, information, materials, products or deliverables developed by you during the performance of your services as an employee of the Company.

You shall not use the name and/or logo of the Company for any purpose whatsoever nor shall you use any copyright, patent, trademark, trade name, registered design or any other like right vested in the Company except for performing services stipulated in the letter of appointment.

5. DISCIPLINARY ACTION PROCEDURE

Any breach of the Company's regulations/policies, failure to attain or maintain a satisfactory work standard or any misconduct by an employee shall be regarded as a disciplinary or capability matter. Your immediate superior shall normally deal with minor disciplinary matters. The procedure for more serious offences including major misconduct shall be dealt in the manner set out under the Company's regulations/policies.

6. COMPANY'S REGULATIONS/POLICIES

You shall abide and be bound by the Company's regulations/policies, and the same shall form part of this letter of appointment. The Company's regulations/policies may be changed / amended at any time at the discretion of the Company and the changed Company regulations/policies shall thereupon bind you. You shall also carry out and abide by any instruction, policies, 'house rules' and 'office orders' issued by the Company from time to time.

7. TERMINATION OF EMPLOYMENT

7.1 During Probation period either the Company or you may at any time terminate your employment with the Company, without cause, by giving in writing to the other party, 1 (one) months' notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition set forth in Section 7.6 below.

7.2 After completion of the Probation period, either the Company or you may at any time terminate your employment, without cause, by giving in writing to the other party, notice of 30 days or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice.

7.3 After notice of termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect a transition of your responsibilities and ensure that the Company is aware of all matters being handled by you.

7.4 Upon termination of your employment with the Company for any reason, you shall promptly return to the Company any keys, credit cards, passes, confidential documents or material, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things (including any copies thereof) containing Confidential Information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/ property / Confidential Information in your custody have not been properly handed over by you to an authorized representative of the Company.

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Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)

7.5 The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in Section 3 of the letter of appointment, or to carry out no duties, and to instruct you not to communicate with clients, employees, agents or representatives of the Company until your employment has been terminated, provided that you shall continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You shall not be entitled to engage in any other employment, work or business during this notice period.

7.6 In addition to all the rights of the Company provided for in this agreement or in any other policies/regulations of the Company or under law, the Company may terminate your employment forthwith in any of the following circumstances:

- i. Breach by you of any of the terms of this letter of appointment ;Breach of any clauses of the Company's regulations/policies as referenced in Section 6 hereinabove;
- ii. Unauthorized absence beyond a period of seven consecutive days;
- iii. Inability to perform your duties beyond a period of thirty (30) days, whether on medical grounds or on any other grounds;
- iv. Physical or mental incapacitation to perform your duties;
- v. Any misrepresentation by you to the Company, whether made orally or in writing and whether expressly or by conduct, and whether at the time of appointment or prior or subsequent thereto;
- vi. Commission of any act detrimental to the interests of the Company;
- vii. Commission of any act of moral turpitude;
- viii. Misconduct;
- ix. Commission of an act of insolvency;
- x. Conviction in any court of law for the commission of any crime; or
- xi. Your performance is continuously measured as below expectation.

Notwithstanding anything contained in Section 7.1, the Company reserves the right to terminate your employment without giving any notice period or pay in lieu thereof if you are in breach of the sub-clauses of clause 7.6 hereinabove.

8. REPRESENTATION

You represent and warrant that you are not bound by or subject to any court order, agreement, arrangement or undertaking (including but without limitation any non-competition or non-solicitation undertakings) or any other disability of any nature which may in any way restrict or prohibit you from entering into this letter of appointment or from performing your duties and providing services under this agreement of employment on the terms and condition contained herein.

9. INTERPRETATION

If any of the provisions of this letter of appointment shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provisions of this letter of appointment, and this letter of appointment shall be construed as if such invalid, illegal or unenforceable provision has never been contained in this letter of appointment. If, moreover, any one or more of the provisions contained in this letter of appointment shall for any reason be held to be excessively broad as to duration, activity or subject, it shall be construed by limiting and reducing it, so as to be enforceable to the extent compatible with the applicable law as it shall the appear.

10. DISPUTES

All disputes or differences whatsoever arising between the Company and you out of or relating to the construction, meaning and operation or effect of this letter of appointment or the breach thereof shall be settled by a senior officer of the Company and the decision made in pursuance thereof shall be binding on you and the Company.

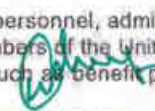
11. WAIVER OF BREACH

Any waiver by the Company of a breach of any provision of this letter of appointment shall not operate or be construed as a waiver of any subsequent breach.

12. EMPLOYEE PERSONAL INFORMATION

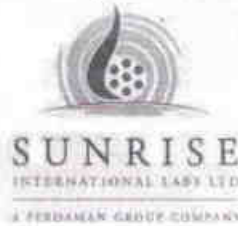
12.1. The Company understands that privacy of information is important to you. The Company does not sell or otherwise share personally identifiable information except as provided below.

12.2. You consent to the processing and use of your Personal Data held by the Company for legal, personnel, administrative and/or management purposes. You further consent to the transfer of your Personal Data to other members of the UnitedHealth Group and to other third parties including those who provide products or services to the Company (such as benefit providers,


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SUNRISE INTERNATIONAL LABS LTD.

APERDAMAN GROUP COMPANY



OFFER LETTER

Date: 09-08-2019

To,
Ms.Koudagani Rani,
H.No: 6-29/5,
Lyabarthi, Wardannapet,
Warangal,
Telangana – 506132.

Dear Ms.Koudagani Rani,

With reference to your interview i.e., 09/08/2019, we are pleased to offer you as **'Trainee' in 'QC Department.'** You are requested to deposit your original documents for **two** years. Please bring your Three photos and address proof & certificates Xerox copies at your time of joining.

Your date of joining of the company is **15/08/2019**; please sign on this copy as a token of your acceptance of the offer. Formal letter of appointment will be provided once you join the company with details of roles & responsibilities.

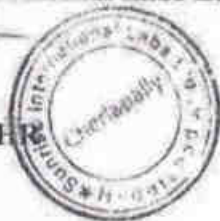
Serving of notice period (2 Months) is must to settle the full & final payments. You are not entitled to avail any leave during the notice period.

Thanking you

With Best wishes

For Sunrise International Labs Ltd

A. Ramesh
Asst. Manager - HR



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17-Aug-2019

Ms. Namaju Manasa
Mahabubabad -506101,

Dear Manasa

"Welcome to the Apollo Family"

Reference your application and the subsequent discussions you had with us, we are happy to inform you that we are offering you the position of "Pharmacist" at "Apollo 24|7" (Apollo Hospitals Enterprise Limited) on the following terms.

1. Placement: Initially you will be posted at "Apollo 24|7" - Hyderabad, however ring employment with the company; you will be posted/transferred to any location at the sole discretion of the management.
2. Reporting: You will be reporting to **Sr. Manager- Order Fulfillment - Apollo 24|7**.
3. Remuneration: You will be paid a compensation of **Rs. 2,30,000 (Rupees Two Lac(s) Thirty Thousand Only)** per annum.
4. You will be required to join on or **before 24-Aug-2019** (This offer will lapse in case you to not report duty on the said date).

You are requested to submit the following certificates (original as well as photocopy) or acceptance of the offer: originals will be returned after verification. This certificate: have to be produced on any working day prior to 7 working days of your joining.

- Certificates of Educational Qualification (10 to highest degree of qualification)
- Service Certificates of Previous & Current Employment
- Aadhaar Card, PAN Card, Passport or any other Residential Address Proof
- 2 Reference Letters.
- 4 Passport Size Photographs (with blue background)

This employment is subject to you being found medically fit, in this regards, you are required to undergo a pre-employment medical examination at our hospital on any working day before your joining date. On confirmation of your medical fitness along with your credential and employment verification reports, you will be issued an Appointment Letter with terms and conditions.

On completion of the Pre-employment medical examination, If you fail to report to duty or leave the organization within 3 months from the Date of Joining, you are required to refund the actual cost of the pre-employment medical examination.

Kindly acknowledge this letter as a token of acceptance of this offer.

With best wishes,

Benny Veliath
Lead-Human Resources



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#Expertise For Everyone

Date: 17-Aug-2019

SALARY BREAKUP			
Name : Namoju Manasa			
Designation: Pharmacist			
Category : Operations			
Gross Salary / Remuneration Breakup (A)	Amount Per Month	Amount Per Annum	Guidelines
Basic pay	5750	69000	
HRA	2875	34500	
Children Education Allowance	200	2400	
Other Allowance	8105	97260	
Gross Salary Total (A)	16930	203160	
Benefits (B)	Per Month	Per Annum	
Employer's P.F Contribution	1687	20239	
ESI	550	6603	
Total CTC (A+B)	19166	230000	

Standard Terms & Conditions:

- Individual Compensation structure is subject to charge.
- Employer share of Provident Fund & ESIC will be a part of the Cost to Company whereas the Employer share of Provident fund & ESIC will be deducted from the salary as per the Govt. Guidelines.
- As per the statutory compliance, It is mandate to submit a valid PAN and Aadhar on the day of On-boarding.
- The above compensation structure is subjected to tax and other statutory deductions as applicable by the law.
- Please note that the Individual employee compensation is strictly confidential and must not be shared with other employees or business associates.
- You will be on probation for a minimum period of Six (6) months commencing from your date of joining the Company. During the probation period, you may terminate your services by providing 1 month of notice period.
- Post the probation period, if you decide to leave, you may resign from your services by giving a prior Notice Period of One (1) months or payment of gross salary in lieu thereof. Any shortfall in the Notice Period shall be recovered from you.

With best wishes,

Benny Vellath
Lead-Human Resources



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Apollo
24/7

APL/API/AL/2020-21/4398
May - 29 - 2019

To
Allampally Rakesh
H.no: 1-105, Mallampelli,
Mulugu

Sub: - LETTER OF APPOINTMENT

With reference to your application and subsequent interview you had with us, we have pleasure in appointing you for the position of **Assistant - Quality Control**, in the Assistant grade of "S3", in our company on the following terms and conditions:

1. The place of posting will be at our Unit - VIII, situated at Survey No.13, Gaddapotharam Village, Jinnaram Mandal, Medak District, Telangana.
2. You will be paid Monthly Salary, annual and statutory benefits as per the attached Annexure - I and rules of the company applicable to your cadre periodically.
3. You shall disclose pre-existing ailments voluntarily before joining the Company. However, this appointment and your continuance in the employment are subject to you being found medically, physically and mentally fit, that are required to discharge your functional responsibilities, by the authorized Medical Officer of the Company.
4. You shall be on probation for a period of Twelve months from the date of joining which may be extended at the discretion of the Management. Unless otherwise informed to you in writing, the probation period may deem to have completed successfully. During the probation period if your performance is found to be not satisfactory, your services are liable for termination without assigning any reasons whatsoever.
5. Your appointment is further subject to verification of the particulars furnished by you on the 'Application Form for Employment' and other documents submitted by you. In case any particulars mentioned by you and/or other documents, which you have submitted at the time of interview or joining or thereafter are found to be false or incorrect, your services during probation / confirmation shall be terminated forthwith without any notice and further appropriate legal proceedings will be initiated.
6. Your services shall be terminable with three month's prior notice in writing on either side or three months' Notice Pay in lieu thereof, after confirmation.
7. The training that will be imparted to you during your service period involves considerable expenditure, both direct, indirect, financial and un-liquidated. The training substantially improves your professional standing, job skill and technology awareness as company offers abundant learning opportunities. Since considerable expenditure is incurred by the Company as an investment and hence the Company expects a commitment from you to serve the Company and to recover its expenditure as well as seek penalty for non-fulfilment of the terms of employment. In consideration of the training to be imparted by the Company, you shall agree and undertake irrevocably to serve the Company, by not leaving the services of the Company.
8. Acceptance of this offer also confirms your consent to the Company, to carry out necessary background verification/checks on your academic credentials, previous employment and other records etc by a third party Service Provider/ internal HR team. Submission of inappropriate/false information by you will lead to termination of your employment without any notice followed by appropriate legal proceedings.

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Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)

AUROBINDO PHARMA LIMITED

(CIN : L24239TG1986PLC015190)

Corp off.: The Water Mark Building, Plot No.11, Survey No.9, Hi-tech City, Kondapur, Hyderabad - 500 084 T.S., INDIA Tel : +91 40 6672 5000 / 1200 Fax : +91 40 6707 4050

Regd. Off.: Plot No. 2, Maithivihar, Amarnagar, Hyderabad - 500 038, T.S., INDIA Tel : +91 40 2373 6370 Fax : +91 40 2374 7340, Email : info@aurubindo.com

www.aurobindo.com



MSN Laboratories Private Limited

MSN House, Plot No.: C-24,
Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pin Code: 500 018, India
CIN: U24239TG2003PTC041583
Phone: +91-40-30438600, Fax: +91-40-30438798

September, 16 2019

Mr. Budime Prashanth,
1-154, Maheshwaram,
Narsampet,
Warangal – Dist
Mobile No: 8179009952

Dear Mr. Budime Prashanth,

Sub: Offer and Appointment Letter

This has reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment with the following Terms & Conditions.

1. Designation:

You will be designated as “ Junior Executive-Trainee”, Grade “G01”, in Quality Assurance Department based at MSN Laboratories Private Limited – MSNF-II-Kothur – Osd Location.

2. Remuneration:

Detailed compensation structure as Total Cost to Company Rs. 197000/- is mentioned in the Annexure-I.

3. Documents to be Submitted:

Please bring all the following documents in original with Photostat copies of the same at the time of joining.

- Passport Size Color Photographs (Self) – 7 nos, and Dependent-family members photograph - 1 nos each.
- All Educational Certificates and any other Certificates related to specific Training and Skills.
- Previous employment Service Certificate / Relieving Letter, if any
- Last Six Months Bank Statement.
- Aadhar Cards of self and dependent family members.
- Pan Card
- Passport/ Driving License.
- A cancelled cheque leaf of active bank account.
- Medical Certificate with Reports.
- Non Judicial Stamp Paper worth Rs. 100/- in your name, for the purpose of Employment Agreement.

You need to give us the Agreement of Employment on Non-Judicial Stamp paper, stating that, you will work with MSN Group of Companies for a minimum period of three years from the date of joining.

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Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M),
Warangal District, Telangana (S)

Page 1 of 2

Formulations Unit-II: Sy. No. 1277 & 1319 to 1324, Nandigama (Village & Mandal) Rangareddy District, Telangana,
Pincode: 509 216, India, Phone: +91-40-30449200, Fax: +91-40-30449211, Alternate Fax: +91-40-30498799

www.msnlabs.com





APPOINTMENT LETTER

18 September 2019

Dear **Jalari Haritha**

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at IN-Hyderabad. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs60000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

A handwritten signature in green ink, appearing to be "Alina", is written over the word "PRINCIPAL".

PRINCIPAL

Balsaji Institute of Pharmaceutical Sciences
Lakshapally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S.)

25-july-2019

Ms.Chuncha SiriVennala,
Warangal-506001.

Dear Ms. Chuncha Sirivennala,

"Welcome to the Apollo Family"

Reference your application and the subsequent discussions you had with us, we are happy to inform you that we are offering you the position of "Pharmacist" at "Apollo 24|7" (Apollo Hospitals Enterprise Limited) on the following terms.

1. Placement: Initially you will be posted at "Apollo 24|7" - Hyderabad, however ring employment with the company; you will be posted/transferred to any location at the sole discretion of the management.
2. Reporting: You will be reporting to **Sr. Manager- Order Fulfillment - Apollo 24|7**.
3. Remuneration: You will be paid a compensation of Rs. 2,30,000 (Rupees Two Lac(s) Thirty Thousand Only) per annum.
4. You will be required to join on or **before 01-Aug-2019** (This offer will lapse in case you to not report duty on the said date).

You are requested to submit the following certificates (original as well as photocopy) or acceptance of the offer: originals will be returned after verification. This certificate: have to be produced on any working day prior to 7 working days of your joining.

- Certificates of Educational Qualification (10 to highest degree of qualification)
- Service Certificates of Previous & Current Employment
- Aadhaar Card, PAN Card, Passport or any other Residential Address Proof
- 2 Reference Letters.
- 4 Passport Size Photographs (with blue background)

This employment is subject to you being found medically fit, in this regards, you are required to undergo a pre-employment medical examination at our hospital on any working day before your joining date. On confirmation of your medical fitness along with your credential and employment verification reports, you will be issued an Appointment Letter with terms and conditions.

On completion of the Pre-employment medical examination, If you fail to report to duty or leave the organization within 3 months from the Date of Joining, you are required to refund the actual cost of the pre-employment medical examination.

Kindly acknowledge this letter as a token of acceptance of this offer.

With best wishes,

Benny Veliath
Lead-Human Resources



#Expertise For Everyone


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Laknepally (V), Narsampet (M)
Warangal (Dt) - 508 331 (T.S)

Date: 25-july-2019

SALARY BREAKUP			
Name: Chucha Siri Vennala			
Designation: Pharmacist			
Category : Operations			
Gross Salary / Remuneration Breakup (A)	Amount Per Month	Amount Per Annum	Guidelines
Basic pay	5750	69000	
HRA	2875	34500	
Children Education Allowance	200	2400	
Other Allowance	8105	97260	
Gross Salary Total (A)	16930	203160	
Benefits (B)	Per Month	Per Annum	
Employer's P.F Contribution	1687	20239	
ESI	550	6603	
Total CTC (A+B)	19166	230000	

Standard Terms & Conditions:

- Individual Compensation structure is subject to charge.
- Employer share of Provident Fund & ESIC will be a part of the Cost to Company whereas the Employer share of Provident fund & ESIC will be deducted from the salary as per the Govt. Guidelines.
- As per the statutory compliance, It is mandate to submit a valid PAN and Aadhar on the day of On-boarding.
- The above compensation structure is subjected to tax and other statutory deductions as applicable by the law.
- Please note that the Individual employee compensation is strictly confidential and must not be shared with other employees or business associates.
- You will be on probation for a minimum period of Six (6) months commencing from your date of joining the Company. During the probation period, you may terminate your services by providing 1 month of notice period.
- Post the probation period, if you decide to leave, you may resign from your services by giving a prior Notice Period of One (1) months or payment of gross salary in lieu thereof. Any shortfall in the Notice Period shall be recovered from you.

With best wishes,

Benny Vellath
Lead-Human Resources



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Warangal (Dt) - 506 331 (T.S)



eSPIES FACILITIES PVT LTD

AN ISO 9001 : 2015 CERTIFIED

Spies House, Manju Residency, Plot No. 85 & 88, Flat No. 302, 3rd Floor,
Sardar Patel Nagar, Near Nizampet Cross Road, Kukatpally, Hyderabad - 72,
Phone L 040 - 65740941, Cell : 916004333, e-mail : isreddy@espies.in
Website : www.espies.in



To,
Mr. Eligetti Manohar
Vill. Mdl.: Chinna Chinta Kunta, Dist.: Mahabub Nagar,
State: Telangana-509131.

Sep 23, 2019

Sub: Offer Letter

Dear Mr. Eligetti Manohar

With reference to your application and subsequent interview with us, we would like to bring to your notice that you have been selected for the position of **Jr officer** in **QA** department.

1. You are required to report for duty on 04th Oct 2021 by 9:00AM.
2. You will be initially posted at our client Annora Pharma Pvt Ltd at Annaram, Hyderabad
3. Your Appointment letter will be issued after completion of joining formalities process.
4. You will be paid salary (per month) as shown below:
Monthly Gross Salary: Rs. 14000/-
5. Upon receipt of the offer, you are required to undergo medical check-up at the company authorized diagnostic centres. You will be entitled for appointment upon you found to be medically fit.
6. Your Employment will be subject to the Terms & Conditions, mentioned in your Appointment letter, which will be issued to you on your joining.
7. As substantial cost is being incurred towards your recruitment, training and development, any discontinuance, exit or voluntary separation of your services against the agreed period will attract penalty more fully detailed in the Annexure-I of this offer letter.
8. Please bring the below list of documents for the joining formalities.
 - Original Academic Certificates (all from 10 to Highest)
 - All Educational Certificates Xerox Copies from 10 to Highest Qualification.
 - Address and ID proof on your name.
 - Aadhar Card clear Xerox copy.
 - Xerox copies of all Appointment letter and Reliving letter of previous organizations if any.
 - EPF UAN Number and ESIC Insurance numbers of previous organisation if any.
 - 3 Passport Photographs.
 - 1 Postcard Size family photograph for the ESIC process.
 - Rs. 100/- Stamp Paper for making the Agreement.

Thank you,
For ESPIES FACILITIES PVT LTD



Authorised Signatory





PRINCIPAL

Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)



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Spies House, Manju Residency, Plot No. 85 & 88, Flat No. 302, 3rd Floor,
Sardar Patel Nagar, Near Nizampet Cross Road, Kukatpally, Hyderabad - 72,
Phone L 040 - 65740941, Cell : 916004333, e-mail : jsreddy@espies.in
Website : www.espies.in



DECLARATION BY THE CANDIDATE

Annexure I

I Eligetti Manohar, if I fail to continue the service with Hetero for a period agreed upon, I will pay the penalty amount as mentioned below:

Remedial Compensation Structure - Recommendation with immediate effect (As agreed under Clause 9 of the Agreement)	
Service Period	Compensation - INR
Less Than One Month	Rs. 20,000/-
More Than One Month Less Than Six Months	Rs. 40,000/-
More Than Six Months - Less Than One Year	Rs. 80,000/-
More Than One Year - Less Than Two Years	Rs. 1,00,000/-
More Than Two Years - Less Than Three Years	Rs. 80,000/-

- I have read, understood and accept the terms and conditions as mentioned in the offer letter and annexure.
- I hereby affirm that I have not been involved in any monetary transactions to obtain this offer.


(Signature of the candidate)

Name: Eligetti Manohar

Date: 29/9/2019




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Warangal (Dt) - 506 331 (T.S)



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Sardar Patel Nagar, Near Nizampet Cross Road, Kukatpally, Hyderabad - 72,
Phone L 040 - 65740941, Cell : 916004333, e-mail : jsreddy@espies.in
Website : www.espies.in



To,
Ms.Ettaboina Ravalika,
Vill.Mdl.: Mallampelli, Dist.: Mulugu,
State: Telangana-509131.

Sep 23, 2019

Sub: Offer Letter

Dear Ms.Ettaboina Ravalika

With reference to your application and subsequent interview with us, we would like to bring to your notice that you have been selected for the position of **Jr officer in QA** department.

1. You are required to report for duty on 04th oct 2019 9:00AM.
2. You will be initially posted at our client Annora Pharma Pvt Ltd at Annaram, Hyderabad
3. Your Appointment letter will be issued after completion of joining formalities process.
4. You will be paid salary (per month) as shown below:
Monthly Gross Salary: Rs. 14000/-
5. Upon receipt of the offer, you are required to undergo medical check-up at the company authorized diagnostic centres. You will be entitled for appointment upon you found to be medically fit.
6. Your Employment will be subject to the Terms & Conditions, mentioned in your Appointment letter, which will be issued to you on your joining.
7. As substantial cost is being incurred towards your recruitment, training and development, any discontinuance, exit or voluntary separation of your services against the agreed period will attract penalty more fully detailed in the Annexure-I of this offer letter.
8. Please bring the below list of documents for the joining formalities.
 - Original Academic Certificates (all from 10 to Highest)
 - All Educational Certificates Xerox Copies from 10 to Highest Qualification.
 - Address and ID proof on your name.
 - Aadhar Card clear Xerox copy.
 - Xerox copies of all Appointment letter and Reliving letter of previous organizations if any.
 - EPF UAN Number and ESIC Insurance numbers of previous organisation if any.
 - 3 Passport Photographs.
 - 1 Postcard Size family photograph for the ESIC process.
 - Rs. 100/- Stamp Paper for making the Agreement.

Thank you,
For ESPIES FACILITIES PVT LTD



Authorised Signatory




PRINCIPAL
Bala Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)



eSPIES FACILITIES PVT LTD

AN ISO 9001 : 2015 CERTIFIED

Spies House, Manju Residency, Plot No. 85 & 88, Flat No. 302, 3rd Floor,
Sardar Patel Nagar, Near Nizampet Cross Road, Kukatpally, Hyderabad - 72,
Phone L 040 - 65740941, Cell : 916004333, e-mail : isreddy@espies.in
Website : www.espies.in



DECLARATION BY THE CANDIDATE

Annexure I

I Ettaboina Ravalika, if I fail to continue the service with Hetero for a period agreed upon, I will pay the penalty amount as mentioned below:

Remedial Compensation Structure - Recommendation with immediate effect (As agreed under Clause 9 of the Agreement)	
Service Period	Compensation - INR
Less Than One Month	Rs. 20,000/-
More Than One Month Less Than Six Months	Rs. 40,000/-
More Than Six Months - Less Than One Year	Rs. 80,000/-
More Than One Year - Less Than Two Years	Rs. 1,00,000/-
More Than Two Years - Less Than Three Years	Rs. 80,000/-

- I have read, understood and accept the terms and conditions as mentioned in the offer letter and annexure.
- I hereby affirm that I have not been involved in any monetary transactions to obtain this offer.

Ettaboina Ravalika

(Signature of the candidate)

Name: Ettaboina Ravalika.

Date: 25/09/2019



[Signature]
PRINCIPAL
Balaji Institute of Pharmaceutical Sciences
Lakshapally (V), Narsampet (M)
Warangal (D) - 506 331 (T.S.)



MSN Laboratories Private Limited

MSN House, Plot No.: C-24,
Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pin Code: 500 018, India
CIN: U24239TG2003PTC041583
Phone: +91-40-30438600, Fax: +91-40-30438798

September, 16 2019

Mr. D. Ravi Kiran,
6-29-5, Mogullapally,
Jayashankar Bhupallpally,
Mobile No:

Dear Mr. D. Ravi Kiran,

Sub: Offer and Appointment Letter

This has reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment with the following Terms & Conditions.

1. Designation:

You will be designated as " Junior Executive-Trainee", Grade "G01", in Quality Assurance Department based at MSN Laboratories Private Limited – MSNF-II-Kothur – Osd Location.

2. Remuneration:

Detailed compensation structure as Total Cost to Company Rs. 197000/- is mentioned in the Annexure-I.

3. Documents to be Submitted:

Please bring all the following documents in original with Photostat copies of the same at the time of joining.

- Passport Size Color Photographs (Self) – 7 nos, and Dependent-family members photograph - 1 nos each.
- All Educational Certificates and any other Certificates related to specific Training and Skills.
- Previous employment Service Certificate / Relieving Letter, if any
- Last Six Months Bank Statement.
- Aadhar Cards of self and dependent family members.
- Pan Card
- Passport/ Driving License.
- A cancelled cheque leaf of active bank account.
- Medical Certificate with Reports.
- Non Judicial Stamp Paper worth Rs. 100/- in your name, for the purpose of Employment Agreement. You need to give us the Agreement of Employment on Non-Judicial Stamp paper, stating that, you will work with MSN Group of Companies for a minimum period of three years from the date of joining.



PRINCIPAL
Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M),
Warangal (Dt) - 506 331 (T.S)

Page 1 of 2



MSN Laboratories Private Limited

MSN House, Plot No.: C-24,
Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pin Code: 500 018, India
CIN: U24239TG2003PTC041583
Phone: +91-40-30438600, Fax: +91-40-30438798

September, 16 2019

Mr. Ittedi Sanketh Reddy,
1-104, Annavaram,
Parvathagiri,
Warangal – Dist
Mobile No:

Dear Mr. Ittedi Sanketh Reddy,

Sub: Offer and Appointment Letter

This has reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment with the following Terms & Conditions.

1. Designation:

You will be designated as “ Junior Executive-Trainee”, Grade “G01”, in Quality Assurance Department based at MSN Laboratories Private Limited – MSNF-II-Kothur – Osd Location.

2. Remuneration:

Detailed compensation structure as Total Cost to Company Rs. 197000/- is mentioned in the Annexure-I.

3. Documents to be Submitted:

Please bring all the following documents in original with Photostat copies of the same at the time of joining.

- Passport Size Color Photographs (Self) – 7 nos, and Dependent-family members photograph - 1 nos each.
- All Educational Certificates and any other Certificates related to specific Training and Skills.
- Previous employment Service Certificate / Relieving Letter, if any
- Last Six Months Bank Statement.
- Aadhar Cards of self and dependent family members.
- Pan Card
- Passport/ Driving License.
- A cancelled cheque leaf of active bank account.
- Medical Certificate with Reports.
- Non Judicial Stamp Paper worth Rs. 100/- in your name, for the purpose of Employment Agreement. You need to give us the Agreement of Employment on Non-Judicial Stamp paper, stating that, you will work with MSN Group of Companies for a minimum period of three years from the date of joining.

PRINCIPAL

Baleji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet
Warangal (T), Telangana



Page 1 of 2

15 JUNE 2019

Dear Boyneni Vishnupriya ,

It is our pleasure to offer you a position of Clinical Content Developer at Avenida. It has been a pleasure interacting with you over the past few weeks. We are very impressed with your passion.

We are confident that as a Clinical Content Developer you will make significant contribution in Avenida's mission of oursuing better solutions for hearthcare and education.

Should you have any questions, please let us know.

We look forward to working with you!



Dr. Karthik Rakam
Co-founder and CEO


PRINCIPAL
Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S.)



eSPIES FACILITIES PVT LTD

AN ISO 9001 : 2015 CERTIFIED

Spiess House, Manju Residency, Plot No. 85 & 88, Flat No. 302, 3rd Floor,
Sardar Patel Nagar, Near Nizampet Cross Road, Kukatpally, Hyderabad - 72,
Phone L 040 - 65740941, Cell : 916004333, e-mail : isreddy@espies.in
Website : www.espies.in



To,
Ms. Velupula Bhavani,
Vil: Veerannapet, Mdl: Cherial, Dist.: Siddipet,
State: Telangana-506224.

Sep 23, 2019

Sub: Offer Letter

Dear Ms. Velupula Bhavani

With reference to your application and subsequent interview with us, we would like to bring to your notice that you have been selected for the position of **Jr officer** in **QA** department.

1. You are required to report for duty on 04th oct 2019 9:00AM.
2. Your Appointment letter will be issued after completion of joining formalities process.
3. You will be paid salary (per month) as shown below:
Monthly Gross Salary: Rs. 14000/-
4. Upon receipt of the offer, you are required to undergo medical check-up at the company authorized diagnostic centres. You will be entitled for appointment upon you found to be medically fit.
5. Your Employment will be subject to the Terms & Conditions, mentioned in your Appointment letter, which will be issued to you on your joining.
6. As substantial cost is being incurred towards your recruitment, training and development, any discontinuance, exit or voluntary separation of your services against the agreed period will attract penalty more fully detailed in the Annexure-I of this offer letter.
7. Please bring the below list of documents for the joining formalities.
 - Original Academic Certificates (all from 10 to Highest)
 - All Educational Certificates Xerox Copies from 10 to Highest Qualification.
 - Address and ID proof on your name.
 - Aadhar Card clear Xerox copy.
 - Xerox copies of all Appointment letter and Reliving letter of previous organizations if any.
 - EPF UAN Number and ESIC Insurance numbers of previous organisation if any.
 - 3 Passport Photographs.
 - 1 Postcard Size family photograph for the ESIC process.
 - Rs. 100/- Stamp Paper for making the Agreement.

Thank you,
For eSPIES FACILITIES PVT LTD



Authorised Signatory




PRINCIPAL
Balaji Institute of Pharmaceutical Sciences
Lakshapally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)



eSPIES FACILITIES PVT LTD

AN ISO 9001 : 2015 CERTIFIED

Spies House, Manju Residency, Plot No. 85 & 88, Flat No. 302, 3rd Floor,
Sardar Patel Nagar, Near Nizampet Cross Road, Kukatpally, Hyderabad - 72,
Phone L 040 - 65740941, Cell : 916004333, e-mail : jsreddy@espies.in
Website : www.espies.in



DECLARATION BY THE CANDIDATE

Annexure I

I Velupula Bhavani, if I fail to continue the service with Hetero for a period agreed upon, I will pay the penalty amount as mentioned below:

Remedial Compensation Structure - Recommendation with immediate effect (As agreed under Clause 9 of the Agreement)	
Service Period	Compensation - INR
Less Than One Month	Rs. 20,000/-
More Than One Month Less Than Six Months	Rs. 40,000/-
More Than Six Months - Less Than One Year	Rs. 80,000/-
More Than One Year - Less Than Two Years	Rs. 1,00,000/-
More Than Two Years - Less Than Three Years	Rs. 80,000/-

- I have read, understood and accept the terms and conditions as mentioned in the offer letter and annexure.
- I hereby affirm that I have not been involved in any monetary transactions to obtain this offer.

Bhavani

(Signature of the candidate)

Name: Velupula Bhavani.

Date:

2/10/19



Bhavani

PRINCIPAL

Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)

APL/API/AL/2020-21/4399
May - 30 - 2019

To
G Sonali Mahesh
H.no: 1-8-901, Ashoknagar,
Narsampet, Warangal

Sub: - LETTER OF APPOINTMENT

With reference to your application and subsequent interview you had with us, we have pleasure in appointing you for the position of **Assistant – Quality Control**, in the Assistant grade of "S3", in our company on the following terms and conditions:

1. The place of posting will be at our Unit – VIII, situated at Survey No.13, Gaddapotharam Village, Jinnaram Mandai, Medak District, Telangana.
2. You will be paid Monthly Salary, annual and statutory benefits as per the attached Annexure – I and rules of the company applicable to your cadre periodically.
3. You shall disclose pre-existing ailments voluntarily before joining the Company. However, this appointment and your continuance in the employment are subject to you being found medically, physically and mentally fit, that are required to discharge your functional responsibilities, by the authorized Medical Officer of the Company.
4. You shall be on probation for a period of Twelve months from the date of joining which may be extended at the discretion of the Management. Unless otherwise informed to you in writing, the probation period may deem to have completed successfully. During the probation period if your performance is found to be not satisfactory, your services are liable for termination without assigning any reasons whatsoever.
5. Your appointment is further subject to verification of the particulars furnished by you on the 'Application Form for Employment' and other documents submitted by you. In case any particulars mentioned by you and/or other documents, which you have submitted at the time of interview or joining or thereafter are found to be false or incorrect, your services during probation / confirmation shall be terminated forthwith without any notice and further appropriate legal proceedings will be initiated.
6. Your services shall be terminable with three month's prior notice in writing on either side or three months' Notice Pay in lieu thereof, after confirmation.
7. The training that will be imparted to you during your service period involves considerable expenditure, both direct, indirect, financial and un-liquidated. The training substantially improves your professional standing, job skill and technology awareness as company offers abundant learning opportunities. Since considerable expenditure is incurred by the Company as an investment and hence the Company expects a commitment from you to serve the Company and to recover its expenditure as well as seek penalty for non-fulfilment of the terms of employment. In consideration of the training to be imparted by the Company, you shall agree and undertake irrevocably to serve the Company, by not leaving the services of the Company.
8. Acceptance of this offer also confirms your consent to the Company, to carry out necessary background verification/checks on your academic credentials, previous employment and other records etc by a third party Service Provider/ internal HR team. Submission of inappropriate/false information by you will lead to termination of your employment without any notice followed by appropriate legal proceedings.

PRINCIPAL

Bajaj Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)

AUROBINDO PHARMA LIMITED

(CIN : L24239TG1986PLC015190)

Corp. off.: The Water Mark Building, Plot No.11, Survey No.9, Hi-tech City, Kondapur, Hyderabad - 500 084 T.S., INDIA Tel : +91 40 8672 5000 / 1200 Fax : +91 40 6707 4059

Regd. Off.: Plot No.2, Maithrividhar, Ammerpet, Hyderabad - 500 038, T.S., INDIA Tel : +91 40 2373 8370 Fax : +91 40 2374 7340, Email : info@aurobindo.com

www.aurobindo.com

COTIVITI**Cotiviti India Private Limited**

Registered Office:

10th Floor, Galaxy, Plot No.1, Sy.No.83/1, HYD Knowledge City,

Raidurg, Serilingampally Mandal Hyderabad

Rangareddi TG 500081 IN

Tel: +91 40 6712 2222, Fax: +91 40 6712 2224

CIN: U72200TG2007FTC053815, Web: www.cotiviti.com

K.Shravan Kumar
Venkutraopally, Chityal, Warangal.

9-September-2019

Dear Shravan,

Congratulations!!

We are pleased to inform that you have been offered a position of **Medical Coder**. As discussed, you will operate from our Hyderabad office. Please note that this offer is subject to a positive background & reference check to be conducted by us based on specific information provided by you as per our policy subsequent to your joining our Company. Details of your compensation package are attached as per annexure – I.

1. Your date of joining our establishment is on or before **21st September 2019**. However, we would like you to try & join us as soon as possible. We expect you to take steps in being relieved from your current job based on this note and confirm your exact date of joining.
2. You will have to furnish the following on joining
 - a) Photocopies of your basic, intermediate, and highest degrees obtained.
 - b) Your relieving letter from your previous organizations.
 - c) Statement of income last drawn preferably with a break-up.
 - d) Copy of PAN Card.
 - e) Copy of Aadhaar Card.
 - f) Copy of passport (if you have), six passport size color glossy (not Polaroid) photographs of self & family members being covered under the Medclaim policy.
 - g) Check of blood group.
 - h) Check date of birth of dependents for Medclaim policy at the time joining.
3. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer within three days from the receipt of the same, this offer letter stands automatically cancelled and withdrawn.
4. As per company policy you are required to sign a Non-Disclosure-Agreement with the company on your joining as part of your joining process.
5. During your employment with Cotiviti you will adhere to the company policies in general and information security policies that are issued from time to time.
6. Cotiviti has internally designed a HIPAA Privacy Policy. Network Services have designed policies for data, systems, and network security. All employees need to follow HIPAA Privacy policy as applicable. Violation could result in disciplinary action including termination from services.
7. Your duties will be governed by the rules and regulations of the company which will be elaborated and detailed in the appointment letter.
8. **As part of Cotiviti hiring process, Medical coders offered candidates, MUST be an active coding certified professional (CPC). In case, he/she has only an apprentice status viz (CPC-A), they need to get the apprentice status removed on AAPC/AHIMA portal by submitting relevant experience documents to AAPC/AHIMA. Please note that the above-mentioned certification criteria MUST be fulfilled before onboarding. However, in case, the certification criteria is not met at time of onboarding, the offer shall stand null and void.**

Please confirm your acceptance of this offer by return email.

We owe much of our success to the dedicated work of all our people, and therefore we strive to have a mutually beneficial, and long-term and rewarding relationship. In case you have any further clarifications, please feel free to call Atish Chintalwar at +91- 9284778079 or email at atish.chintalwar@cotiviti.com

Thanking You

For Cotiviti India Private Limited

Authorized by:
Mohsin Mohammed

Vice President- Human Resources




PRINCIPAL
Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 309 Page 1 of 2

Annexure -I**Operational Offices:**

10th Floor, Galaxy, Plot No.1, Sy.No.83/1,
HYD Knowledge City, Raidurg, Serilingampally Mandal
Hyderabad Rangareddi TG 500081 IN
Tel: +91 40 6712 2222, Fax: +91 40 6712 2224

Podium Floor, Binarius/Deepak Complex,
Yerwada, Pune - 411006,
Maharashtra, India.
Tel: +91 20 4150 4505, Fax: +91 20 4150 4525

7th Floor, Tower A, KGSI Infra Structure Pvt Ltd
Keeranatham Village, Saravanampatti
COIMBATORE - 641 035 TAMILNADU, IN
Tel: +91 422 668 4400

COTIVITI**Cotiviti India Private Limited**

Registered Office:
 10th Floor, Galaxy, Plot No.1, Sy.No.83/1, HYD Knowledge City,
 Raidurg, Serilingampally Mandal Hyderabad
 Rangareddi TG 500081 IN
 Tel: +91 40 6712 2222, Fax: +91 40 6712 2224
 CIN: U72200TG2007FTC053815, Web: www.cotiviti.com

K.Shravan Kumar
 Venkataopally, Chityal, Warangal.

9-September-2019

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1. Your date of joining our establishment is on or before **21st September 2019**. However, we would like you to try & join us as soon as possible. We expect you to take steps in being relieved from your current job based on this note and confirm your exact date of joining.
2. You will have to furnish the following on joining
 - a) Photocopies of your basic, intermediate, and highest degrees obtained.
 - b) Your relieving letter from your previous organizations.
 - c) Statement of income last drawn preferably with a break-up.
 - d) Copy of PAN Card.
 - e) Copy of Aadhaar Card.
 - f) Copy of passport (if you have), six passport size color glossy (not Polaroid) photographs of self & family members being covered under the Mediclaim policy.
 - g) Check of blood group.
 - h) Check date of birth of dependents for Mediclaim policy at the time joining.
3. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer within three days from the receipt of the same, this offer letter stands automatically cancelled and withdrawn.
4. As per company policy you are required to sign a Non-Disclosure-Agreement with the company on your joining as part of your joining process.
5. During your employment with Cotiviti you will adhere to the company policies in general and information security policies that are issued from time to time.
6. Cotiviti has internally designed a HIPAA Privacy Policy. Network Services have designed policies for data, systems, and network security. All employees need to follow HIPAA Privacy policy as applicable. Violation could result in disciplinary action including termination from services.
7. Your duties will be governed by the rules and regulations of the company which will be elaborated and detailed in the appointment letter.
8. **As part of Cotiviti hiring process, Medical coders offered candidates, MUST be an active coding certified professional (CPC). In case, he/she has only an apprentice status viz (CPC-A), they need to get the apprentice status removed on AAPC/AHIMA portal by submitting relevant experience documents to AAPC/AHIMA. Please note that the above-mentioned certification criteria MUST be fulfilled before onboarding. However, in case, the certification criteria is not met at time of onboarding, the offer shall stand null and void.**

Please confirm your acceptance of this offer by return email.

We owe much of our success to the dedicated work of all our people, and therefore we strive to have a mutually beneficial, and long-term and rewarding relationship. In case you have any further clarifications, please feel free to call Atish Chintalwar at +91- 9284778079 or email at atish.chintalwar@cotiviti.com

Thanking You

For Cotiviti India Private Limited

Designated by
Mohsin Mohammed
 Vice President- Human Resources



Annexure -I

Atish Chintalwar
PRINCIPAL
 Balaji Institute of Pharmaceutical
 Laknepally (V), Narsampally
 Warangal (Tq) 508 331 (T.S)

Page 1 of 2

Operational Offices:

10th Floor, Galaxy, Plot No.1, Sy.No.83/1,
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 Hyderabad Rangareddi TG-500081 IN
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 Maharashtra, India.
 Tel: +91 20 4150 4505, Fax: +91 20 4150 4525

7th Floor, Tower A, KGISL Infra Structure Pvt Ltd
 Keeranatham Village, Saravanampatti
 COIMBATORE – 641 035 TAMILNADU, IN
 Tel: +91 422 668 4400



APPOINTMENT LETTER

18 September 2019

Dear **Kenchu Mounika**

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at IN-Hyderabad. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs60000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

A handwritten signature in green ink, appearing to be "Ajay", is written over the typed name "Ajay" and the title "PRINCIPAL".

PRINCIPAL

Balaji Institute of Pharmaceutical Science
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)

VR/HR/11/2019

Date: 13 September 2019

To,
Ms. Mothkuri Soumya,
H. No: 15-7-100, Ramannapeta,
Warangal, Telangana-506342.

Sub: Offer of Employment

Dear Ms. Soumya,

1. VERASMART HEALTH CARE PRIVATE LIMITED (from here called as "Vera") is pleased to offer you the Position of Pharmacist with a Monthly Compensation of INR. 15,000 (Fifteen Thousand per month only). Your joining date with the company will be on or before 30th November 2020.
2. The Remuneration package is strictly confidential between you and Vera and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
3. Your contractual employment with us will be for a period of 6 months and can be extended or terminated based on the business circumstances and your performance.
4. The appointment letter will be given to you on the date of joining.
5. Working days Monday to Saturday (6 days a week). Working hours 09:00 AM to 06:00 PM (General shift). The shift timings may change as per the project requirements & to keep up with the schedules of delivery you may have to extend your work hours. You may also be required to work in shifts.
6. As a part of policy, you need to submit your resignation proof (Hard or Soft copy) to the HR Department within one week's time from the date of acceptance of the offer. In case of non-submission of the resignation proof in the above stipulated time the offer would be withdrawn.
7. Any change in the date of joining should be communicated to the HR Department in writing well in advance.
8. Please sign the acceptance of this offer as a token of your acceptance, mentioning the date of your joining in Vera.

We welcome you to Vera and look forward to a long and mutually beneficial association.
We wish you all the best.

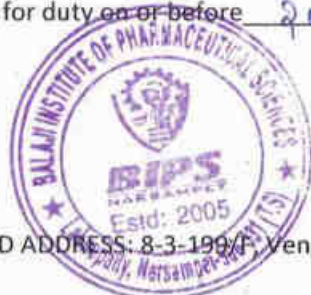
For VERASMART HEALTH CARE PRIVATE LIMITED

Digitally signed by
Srujana Eedunuri
DN: cn=Srujana Eedunuri

Srujana Eedunuri
Senior Human Resource Manager

ACCEPTANCE

I hereby accept the offer of employment Soumya Vide letter No _____ I will
report for duty on or before 20/10/19

**PRINCIPAL**

Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)

[Signature]
Ms. Mothkuri Soumya

Dear Mr. Varunder,

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you the position of **Research Associate – A. D Lab** in our Organization as per terms and conditions agreed during your interview.

Your place of work will be initially at **M/s. Credo Life Sciences Private Limited, Sy. No.1613, Nandigama (V & M), Ranga Reddy District, TS-509228.**

1. Your services shall commence with effect from your date of joining with the company which should not be later than **26-02-2021**.
2. You shall report to **Manager - AD Lab** or to any designee as authorized by him, with regards to your day to day activities from time to time.
3. As agreed during your interview, you have to work for a minimum period of three years.
4. Your services will be under probation for a period of six months, which shall be extended at the discretion of management.
5. During your Probation period or after confirmation of your services if you intend to leave the company you need to serve a notice period of three months.
6. Any change in the conditions of your services will be notified.
7. You shall be paid monthly salary in the form of CTC as mutually agreed upon.
8. At the time of reporting to your duties, please ensure to bring the documents as detailed in enclosed **Annexure**.
9. You are expected to keep salary package details strictly **CONFIDENTIAL** and not to share information regarding the salary with anyone.
10. This Offer Letter is valid till **26-02-2021**, beyond this date it leads to automatically cancelled.

We look forward for your acceptance of this Offer and your contributions to the Organization by joining our team for a Long, Successful and fruitful Association.

We sincerely welcome you to the CREDO family.

With Best Regards,

R.B.Gangadhar,
Dy. Mgr. – HR&Liaison,
Credo Life Sciences Pvt. Ltd.,
Sy. No: 1613, Nandigama (V & M),
Ranga Reddy (D), TS – 509 228.
M: 9100997463.



PRINCIPAL

Ballari Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 508 331 (T.S)

Dear Mr. Varunder,

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you the position of **Research Associate – A. D Lab** in our Organization as per terms and conditions agreed during your interview.

Your place of work will be initially at **M/s. Credo Life Sciences Private Limited, Sy. No.1613, Nandigama (V & M), Ranga Reddy District, TS-509228.**

1. Your services shall commence with effect from your date of joining with the company which should not be later than **26-02-2021**.
2. You shall report to **Manager - AD Lab** or to any designee as authorized by him, with regards to your day to day activities from time to time.
3. As agreed during your interview, you have to work for a minimum period of three years.
4. Your services will be under probation for a period of six months, which shall be extended at the discretion of management.
5. During your Probation period or after confirmation of your services if you intend to leave the company you need to serve a notice period of three months.
6. Any change in the conditions of your services will be notified.
7. You shall be paid monthly salary in the form of CTC as mutually agreed upon.
8. At the time of reporting to your duties, please ensure to bring the documents as detailed in enclosed **Annexure**.
9. You are expected to keep salary package details strictly **CONFIDENTIAL** and not to share information regarding the salary with anyone.
10. This Offer Letter is valid till **26-02-2021**, beyond this date it leads to automatically cancelled.

We look forward for your acceptance of this Offer and your contributions to the Organization by joining our team for a Long, Successful and fruitful Association.

We sincerely welcome you to the CREDO family.

With Best Regards,

R.B.Gangadhar,
Dy.Mgr. – HR&Liaison,
Credo Life Sciences Pvt. Ltd.,
Sy. No: 1613, Nandigama (V & M),
Ranga Reddy (D), TS – 509 228.
M: 9100997463.




PRINCIPAL
Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)

09 November 2019

Dear Y. Shanmitha,

It is our pleasure to offer you a position of Clinical Content Developer at Avenida. It has been a pleasure interacting with you over the past few weeks. We are very impressed with your passion.

We are confident that as a Clinical Content Developer you will make significant contribution in Avenida's mission of pursuing better solutions for healthcare and education.

Should you have any questions, please let us know.

We look forward to working with you!



Dr. Karthik Rakam
Co-founder and CEO



PRINCIPAL

Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)



MSN Laboratories Private Limited

MSN House, Plot No.: C-24,
Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pin Code: 500 018, India
CIN: U24239TG2003PTC041583
Phone: +91-40-30438600, Fax: +91-40-30438798

September, 16 2019

Mr. Damalla Mahender,
11-23, Navayuga colony,
Warangal,
Warangal – Dist – 506 002
Mobile No:

Dear Mr. Damalla Mahender,

Sub: Offer and Appointment Letter

This has reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment with the following Terms & Conditions.

1. Designation:

You will be designated as “ Junior Executive-Trainee”, Grade “G02”, in Quality Assurance Department based at MSN Laboratories Private Limited – MSNF-II-Kothur – Osd Location.

2. Remuneration:

Detailed compensation structure as Total Cost to Company Rs. 147000/- is mentioned in the Annexure-I.

3. Documents to be Submitted:

Please bring all the following documents in original with Photostat copies of the same at the time of joining.

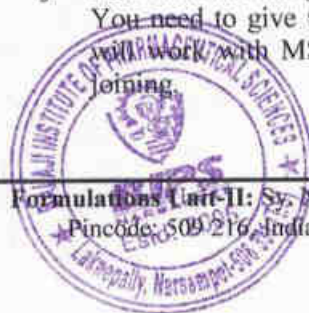
- Passport Size Color Photographs (Self) – 7 nos, and Dependent-family members photograph - 1 nos each.
 - All Educational Certificates and any other Certificates related to specific Training and Skills.
 - Previous employment Service Certificate / Relieving Letter, if any
 - Last Six Months Bank Statement.
 - Aadhar Cards of self and dependent family members.
 - Pan Card
 - Passport/ Driving License.
 - A cancelled cheque leaf of active bank account.
 - Medical Certificate with Reports.
 - Non Judicial Stamp Paper worth Rs. 100/- in your name, for the purpose of Employment Agreement.
- You need to give us the Agreement of Employment on Non-Judicial Stamp paper, stating that, you will work with MSN Group of Companies for a minimum period of three years from the date of joining.

PRINCIPAL

Balaaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 002 (Gt)

You need to give us the Agreement of Employment on Non-Judicial Stamp paper, stating that, you will work with MSN Group of Companies for a minimum period of three years from the date of joining.

Page 1 of 2



Strictly Private and Confidential

Date: 09 November 2019

To,
Guru Charandas
Hyderabad

Dear Charandas,

Thank you for the keen interest you have shown in joining our organisation. Consequent to your application, interviews and subsequent discussions with us, we are pleased to offer you a career at **GD Research Center Private Limited**, Hyderabad. Please accept our heartiest congratulations and a warm Welcome to the **GDRC** Family.

You would be designated as **Senior Researcher**. Your employment start date is **13-Nov-2019**. Your annual emoluments will be **Rs.253608 (Rupees Two Lakhs Fifty Three Thousand Six Hundred Eight Only)** Total Cost to Company (CTC) basis. Please refer to **Annexure A** for the break-up.

You will be governed by the Company's Rules and Regulations in force from time to time and as applicable to you.

Terms and Conditions:-

1. **Working Hours:-**

Your working hours will be regulated from time to time purely at the discretion of the management of the establishment to which you are attached. You should be flexible to work in shifts as per business needs.

2. Please note if the information and supporting documents provided by you, based on which this offer is being extended, is found to be incorrect or unauthentic, your services will be terminated with immediate effect, without any notice or notice pay.

3. You will devote whole time attention to the business of the company and will not be interested or engaged directly or indirectly in other trade or business or as principal agent or servant for any person, firm or company

4. Your employment is transferable to any of the group companies in India or abroad.

5. **Leaves :-**

You shall be entitled to avail leave and other benefits applicable to you as per the company policy, in force and/or which may be revised from time to time. Leave of any type can be taken, in excess of this would be treated as leave without pay. Leave will have to be pre-approved by your manager. Refer to leave policy in the HR Handbook.

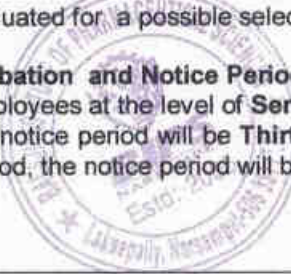
6. **Performance Appraisals :-**

Your performance and promotion readiness will be assessed on the basis of your competency and skills, the results of your work, the value you contribute to successful project delivery and client development efforts, and your demonstrated stewardship and commitment to the Company.

You will be eligible for a promotion and salary review assessment in the next appraisal cycle as per company policies. Your emoluments will be reviewed on an annual basis. Please note that eligibility for promotion assessment does not automatically qualify you for promotion but only makes you entitled to be evaluated for a possible selection to the next level.

7. **Probation and Notice Period:-** (depending on designation)

Employees at the level of **Senior Researcher** will be on probation for a period of six months. During this time the notice period will be **Thirty** days or salary in lieu thereof, on either side. On the completion of probation period, the notice period will be **Thirty** days or salary in lieu thereof, on either side.



PRINCIPAL
Bajaj Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S.)

GD Research Center Private Limited

(Formerly known as DMV Business & Market Research Pvt Ltd) Add: 3rd Floor, MSR Block, KS Building, Madhapur, Hyd - 500081, India Tel: +91-40-66166700, Fax: +91-40-66166852, Reg No: U74130AP2006PTC050526, Email Id: hr_asia@globaldata.com, Website: www.gdresearchcenter.com

8. Provident Fund:-

You will be entitled to become a member of PF scheme, which is governed under the Employee Provident Fund Act, 1952. The current rate of contribution is 12% of basic per month (however, where basic is less than INR 15,000 per month, EPF contribution will be made on both Basic and Special allowance) and equal contribution will be made by the company, which will be a part of gross emoluments.

9. Medical Scheme:-

You will be eligible to participate in Company's Group Medical & Term Life Insurance Policy as applicable to your category of employees.

10. Gratuity:-

Applicable as per the Government Regulation.

11. Income Tax:-

Income Tax will be deducted as applicable from your salary. You shall be responsible to the company for all Taxes and obligations. Company shall not be liable for any misstatement or declaration. Permanent Account Number (PAN) is mandatory.

12. Customary Bonus:-

The Customary bonus will be payable in the month of your anniversary date and will be based on your prevailing CTC salary as of your anniversary date. This Bonus payment will be subject to prevailing customary bonus policy.

Please note that your compensation is confidential information. Under no circumstance you should divulge your compensation details to anybody within or outside the organisation, without written permission from the organisation. Any non-adherence to this clause will be constituted as indiscipline and could lead to action as per the HR policies of the organisation, including termination from the services of the organisation without any notice or notice pay.

Please ensure that by accepting this offer, you warrant that before your date of Joining with the company you will clear all the pending issues with your previous organisation and GDRC is not liable to make any payments in respect of the same. By accepting this offer, you also accept the terms and conditions of Non disclosure agreement and HR policies of the Company. The full terms and conditions of your employment are as detailed in the GD Research Center Private Limited staff manual which will be provided to you on your commencement date.

Please contact Human Resources (040-67426702) if you have any questions. In the meantime, we look forward to you commencing employment with us and hope that it proves to be the start of a long and successful working relationship.

By accepting this offer, you also hereby declare that you have never indulged in any criminal activity and convicted for any criminal or illegal activities. You also declare that there are no legal cases pending against you as on this date




PRINCIPAL
Rajaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 508 331 (T.S)

GD Research Center Private Limited

(Formerly known as DMV Business & Market Research Pvt Ltd) Add: 3rd Floor, MSR Block, KS Building, Madhapur, Hyd - 500081, India Tel: +91-40-66166700, Fax: +91-40-66166852, Reg No: U74130AP2006PTC050526, Email Id: hr_asia@globaldata.com, Website: www.gdresearchcenter.com

Annexure "A"

Date: 09 November 2019

Name: Guru Charandas

Designation: Senior Researcher

Compensation details with effect from 13-Nov-19 are as given below -

Component	Annual Gross (INR)	Monthly Gross(INR)	Particulars
Basic	75000	6250	Base Pay
HRA	52500	4375	House Rent Allowance (Tax exempted as per prevailing IT Act)
Medical allow/reimbursement	15000	1250	Tax exempted if used for domiciliary medical expenses as per prevailing IT Act.
Conveyance Allowance	19200	1600	Non taxable as per prevailing IT Act.
Provident Fund contribution 12%	15621	1302	Employer contribution towards Provident fund which is payable on Basic. However, where basic is less than INR 15,000 per month, EPF contribution will be made on both Basic and Special allowance.
Customary Bonus*	17500	1458	Annual Component & will be paid after completion of each full year of service as per company's Policy
Special Allowance**	55179	4598	This component will be treated as part of customized pool of allowance for tax computation under IT Act
Customized pool of allowances**	0	0	
Gross Compensation	250000	20833	
Gratuity @ 4.81% on Base Salary	3608	301	Paid as per Gratuity Act.
TOTAL CTC	253608	21134	Cost to Company

* Customary Bonus is a yearly fixed component and will be paid after completion of each full year of service as per company's policy.

** Special Allowance/Customized Pool of allowances

You would be eligible for tax exemptions under the different components as per the rules determined by the Income Tax Authorities.

Component	Maximum Limit	Remarks
Meal Allowance(Optional, Will be adjusted against Special Allowance/Customized pool of allowance)	26,400	Tax exempted, if opted for meal vouchers
Gift Coupons	5,000	Tax exempted If opted (Coupons will be issued at the end of each Financial Year)
Children Education Allowance	2400	Can be availed up to 2 Children

** Special allowance/Customized pool of allowances components which are opted are exempted as per the prevailing tax regulations and once opted they need to be continued for rest of the financial year.

Yours sincerely

Praveen Kumar Chanda
Head - Human Resources, India



Signature
PRINCIPAL
Balaji Institute of Pharmaceutical Sciences
Lakshmi (V), Narsampet (M)
Warangal (D) - 506 331 (T.S)

GD Research Center Private Limited

(Formerly known as DMV Business & Market Research Pvt Ltd) Add: 3rd Floor, MSR Block, KS Building, Madhapur, Hyd - 500081, India Tel: +91-40-66166700, Fax: +91-40-66166852, Reg No: U74130AP2006PTC050526, Email id: hr_asia@globaldata.com, Website: www.gdresearchcenter.com

Acceptance of offer

I understand and accept all the terms & conditions of employment mentioned in the 'Offer of Appointment'. I confirm that there have been no other commitment made during the hiring process other than those specified in the offer letter. (Example Salary Hike, Promotion, transport facility etc). Please clarify in case any such commitment was made during the offer process.

Chandru

Candidate's Signature

Date: 10/11/22

Place: -



Aditya

PRINCIPAL
Bharatiya Institute of Pharmaceutical Sciences
Lakshapally (V), Narasimpet (M)
Warangal (D.T.) - 506 331 (T.S.)



**Dynamic
Communications**

LED Screens & Display Systems

LIG B-151, Dr. A.S. Rao Nagar,
ECIL, Hyderabad - 500 062.
Cell : 8008798888, 9000329899 .
E-mail : Communicationdynamic@gmail.com
www.dynacom.in

INTERN OFFER LETTER

Date: March 25, 2023.

Dear Ms. D. Poojitha,

We are pleased to inform you that you have been selected for the position to work and operate Health Kiosk machines as Health Care Executive, your posting will be in Hyderabad, India. You will report to your in charge Mr. Shiva. Your Annual Stipend will be Rs. 2,16,000/- (Two Lakhs sixteen thousand only)..

Designation: Pulse Kiosk Executive.

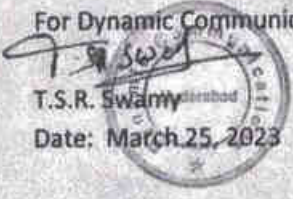
Please bring the original document along with you with a photocopy of the following documents:

1. Aadhaar Card
2. PAN Card.
3. Passport size Photograph.

Your internship will be modified from time to time and will be notified to you. You shall initially be in probation for six months, on successful completion of your probation and review thereafter will be provided with a confirmation letter by the organization.

The offer is valid subject to your joining on or before April 01, 2023. Please confirm your acceptance to this offer within two days, and the offer canceled in case of non-acceptance or in case if your fail to report on or before the mentioned joining date. We look forward to welcoming to our organization.

For Dynamic Communications,


T.S.R. Swamy
Date: March 25, 2023





PRINCIPAL
Balaji Institute of Pharmaceutical Sciences
Lakshapally (V), Narsimhapet (M)
Warangal (Dt) - 506 331 (T.S)

CODITECH SOFTWARE SOLUTIONS

A CorroHealth Company

20-June-2022

To

Ms. Kanaparthi Ashwitha

H NO: 1-30/1, Jaggaiahpally, Jammikunta, Karimnagar, Telangana-505122.

Dear Ms. Kanaparthi Ashwitha,

Sub: Letter of Appointment

We are pleased to offer you an appointment in our organization on the following terms and conditions:

- 1 Your date of commencement of service is: **20-June-2022**. Employee ID **VRCMHYD5433**, Designation: **QA-Coding Services**. File No **1553**, Place of posting: **# Hyderabad**
- 2 You will be entitled to a **CTC of Rs. 40000(Rupees Forty Thousand Only)** per month till the confirmation, which would be subject to revision periodically on the basis of your performance. **Ref – Annexure A**
- 3 You will be eligible to other benefits in accordance with the company's rules and statutory benefits, if any, applicable to you from time to time. You will also be entitled to leave, ESIC, PF and Gratuity and as per Act. Your Performance Review will be done on yearly basis. Remuneration paid to you shall be subject to Tax Deduction at Source as per the rules applicable at the time of disbursement.
- 4 If you want to exit the organization for any cause, you need to formally resign, serve notice period, and complete exit formalities as per the HR policy and as per the employment documents that you sign while joining us. We waive off notice period only on serious medical conditions, which are substantiated with medical documents such as hospitalization records, discharge summary, scan report, blood test reports. We will send them to our medical panel and once they validate and approve the documents, immediate relieving will be initiated.
- 5 Otherwise, associates below AVP level have to serve Two months' notice while resigning from services. All the confirmed associates have to serve notice period according to their designation or they need to pay three/two (based on their designation) month's gross salary in lieu of notice while resigning from services. However the decision to accept gross salary in lieu of their notice period solely lies with your functional head based on the responsibilities they were handling and the availability of replacement for the position.

Jonach

Accepted By - Ms. Kanaparthi Ashwitha



Jonach
PRINCIPAL
Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)

Registered Address: F-83, Profit Centre, Gate No 1, Near Pizza Hut, Mahavir Nagar, Kandivali
Mumbai MH 400067 IN; CIN: U72900MH2019FTC333609

CODITECH SOFTWARE SOLUTIONS

 A CorroHealth Company

- 6 **Employee's unauthorized absence:** Employee's unauthorized absence for a period of three consecutive days will make the employee loose his / her lien and his services with the company. The company will send a formal letter to the employee asking for explanation on the unauthorized absence and will request the employee to come back to work within 2 working days from the receipt of the letter. Not responding for the formal HR letter will attract a legal letter from the company asking for explanation and compensation for absconding from work and the employee's service with the company will automatically come to end without company's notice or intimation.
- 7 At all times, you will abide and / or governed by the rules and regulations of the Company as amended or framed from time to time. Your hours of attendance will be regularized to suit the duties entrusted to you. Your whole time and attention shall be devoted to the interest of the Company and you shall not engage yourself in any capacity at any other enterprise or business part time or full time. You shall not engage in any studies or professional course without notifying the company.
- 8 You shall conduct yourself in such a manner, as to justify the trust and confidence reposed in you and act at all times in consistence with the position of responsibility you occupy. You may be required to work for any associate or subsidiary Company on transfer, either full time or part time, and to work for the Company or any associate or subsidiary Company in any part of India or abroad as directed by the management. Upon all such transfers the rules and regulations and also the terms and conditions of service applicable at such place of transfer shall automatically become applicable to you.
- 9 You will not disclose to any person, firm or corporate body, without approval from appropriate authority of the Company, such technical or managerial information and knowledge about its business, trade secrets, manufacturing process etc. as you may acquire in the course of this appointment. You will retire from the services of the Company at the end of the month in which you attain the age of 58 years or have completed 35 years of full time service in the company whichever is earlier .
- 10 Any communication sent by prepaid registered post at your address as intimated by you in writing to the Company from time to time shall be deemed under all circumstances to have been received by you within three days of the dispatch irrespective of whether the communication is received or not. Your address for the purpose of this clause has been noted in the records of the Company as per this letter. You must furnish any change in the said address in writing. In case any declaration or information furnished by you in your application for employment or otherwise, is found to be wrong or incorrect or it is found that you have willfully suppressed any material information, your services will be liable for termination without any notice.

Kanaka

Accepted By - Ms. Kanaparthi Ashwitha



Kanaka
PRINCIPAL
Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (Nij)
Warangal (Dt) - 506 331 (T.S)

Registered Address: F-83, Profit Centre, Gate No 1, Near Pizza Hut, Mahavir Nagar, Kandivali
Mumbai MH 400067 IN; CIN: U72900MH2019FTC333609

CODITECH SOFTWARE SOLUTIONS

 A CorroHealth Company

- 11 Upon your ceasing to be employed by the Company, you shall forthwith return to the Company all the property belonging to the Company or any subsidiary or associate Company of the Company including all documents and memoranda (including records in hard and in soft copy thereof and extracts there from) compiled from the records of the Company or any of its subsidiary or associate Companies or prepared or taken in the course of employment.
- 12 You shall comply with the provisions of the Company's Industrial Relation Procedures. Any involvement in any illegal industrial action, acts of intimidation or incitement or acts, which may lead to disharmony of labour relations, will be considered as breach of this Employment Agreement and may lead to the Employee's dismissal. All disputes will be under the jurisdiction of Madras High Court at Chennai and for other matters at all other Courts and Authorities in other than writ jurisdiction.
- 13 Variable Compensation: If there is a variable component mentioned in your pay structure in the annexure-A, it will be contingent on the Company's overall performance and your personal goals being met. Specific individual goals shall be developed by your functional head. The company reserves the right to amend or withdraw the variable pay, at its absolute discretion.
- 14 Background verification: As per your assigned client's requirement, the Company might verify your background on previous employment history, education, residing address, police records, etc. to check on the authenticity of your provided information. Failure on any parameter here might lead to termination of your service or rejection of your appointment either at the initial stage or at any point of your service with the Company.
- 15 **Work from Home:** Due to the pandemic situation you may be given an opportunity to work from home for few months. Please understand that this option is a temporary and interim solution. This temporary solution will be terminated by VRCM once the pandemic threat is mitigated or it is determined that business needs are not being met. **In case of not meeting business goals team member will be asked to report back to office in 5 business days. The respective manager will notify the team members and team members need to report back to office within 5 days from the date of notification. Failing to return to office in such a circumstance without any valid reason, will attract severe disciplinary action which includes separation of services without any further notice.**
- 16 We wish to notify that we do not demand or charge any fee/charges from the aspiring candidates for considering their candidature or at any time during the recruitment process, nor have we authorised any individual, agency or firm for recruiting candidates for us. Any person seeking employment with us needs to be cautious and not trust any agency or individual, claiming to be our representative, and charging fees for providing/securing employment with us.




PRINCIPAL
Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 381 (T.S)

Registered Address: F-83, Profit Centre, Gate No 1, Near Pizza Hut, Mahavir Nagar, Kandivali
Mumbai MH 400067 IN; CIN: U72900MH2019FTC333609

CODITECH SOFTWARE SOLUTIONS

A CorroHealth Company

20-June-2022

To

Ms. Kanaparthi Ashwitha

H NO: 1-30/1, Jaggaiahpally, Jammikunta, Karimnagar, Telangana-505122.

Dear Ms. Kanaparthi Ashwitha,

Sub: Letter of Appointment

We are pleased to offer you an appointment in our organization on the following terms and conditions:

- 1 Your date of commencement of service is: **20-June-2022**. Employee ID **VRCMHYD5433**, Designation: **QA-Coding Services**. File No **1553**, Place of posting: **# Hyderabad**
- 2 You will be entitled to a **CTC of Rs. 40000(Rupees Forty Thousand Only)** per month till the confirmation, which would be subject to revision periodically on the basis of your performance. **Ref – Annexure A**
- 3 You will be eligible to other benefits in accordance with the company's rules and statutory benefits, if any, applicable to you from time to time. You will also be entitled to leave, ESIC, PF and Gratuity and as per Act. Your Performance Review will be done on yearly basis. Remuneration paid to you shall be subject to Tax Deduction at Source as per the rules applicable at the time of disbursement.
- 4 If you want to exit the organization for any cause, you need to formally resign, serve notice period, and complete exit formalities as per the HR policy and as per the employment documents that you sign while joining us. We waive off notice period only on serious medical conditions, which are substantiated with medical documents such as hospitalization records, discharge summary, scan report, blood test reports. We will send them to our medical panel and once they validate and approve the documents, immediate relieving will be initiated.
- 5 Otherwise, associates below AVP level have to serve Two months' notice while resigning from services. All the confirmed associates have to serve notice period according to their designation or they need to pay three/two (based on their designation) month's gross salary in lieu of notice while resigning from services. However the decision to accept gross salary in lieu of their notice period solely lies with your functional head based on the responsibilities they were handling and the availability of replacement for the position.

Kanartha

Accepted By - Ms. Kanaparthi Ashwitha



Kanartha
PRINCIPAL
Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 508 331 (T.S)



ZIVA
Choose the Best

**FERTILITY
ANDROLOGY
EMBRYOLOGY**

Phone: +91 910 000 9482 (ZIVA)
(0841) 348 9482

Offer/Appointment Letter

Date: 09/11/2019
Place: Hyderabad

Dr. Meesala Vatsalya,
H.No:1-241 subedhari phase-II,
Warangal, Telangana.

Dear Dr. Vinusha,

Sub-Letter of Offer/ appointment for the position of clinical co ordinator

With reference to your application and subsequent interview you had with us, we are pleased to inform you, that you have been selected and offered employment in our organisation on the following terms and conditions:

Designation:	Clinical coordinator
Department:	Fertility
Salary	Rs. 28,000 (Rs. Twenty eight thousand only)
Date of joining:	18-11-2019
Location:	Manikonda
Probation period:	6 months




PRINCIPAL
Balaji Institute of Pharmaceutical Sciences
Lakshapally (V), Namampet (M)
Warangal (D) - 506 321 (T.S.)

Email: info@zivafertility.com | Website: www.zivafertility.com

SUNRISE INTERNATIONAL LABS LTD.

APERDAMAN GROUP COMPANY



OFFER LETTER

Date: 21-09-2021.

To,
Mr.M.Ramreddy,
H.No : 6-87,
Station Ghanpur,
Jangoan,
Telangana – 503175.

Dear Mr.Ramreddy,

With reference to your interview i.e., 21/09/2021, we are pleased to offer you as **'Trainee' in 'QA Department.'** You are requested to deposit your original documents for **two** years. Please bring your Three photos and address proof & certificates Xerox copies at your time of joining.

Your date of joining of the company is **01/10/2021**; please sign on this copy as a token of your acceptance of the offer. Formal letter of appointment will be provided once you join the company with details of roles & responsibilities.

Serving of notice period (2 Months) is must to settle the full & final payments. You are not entitled to avail any leave during the notice period.

Thanking you

With Best wishes

For Sunrise International Labs Ltd

A. Ramesh
A. Ramesh
Asst. Manager - HR



Ganesh

PRINCIPAL

Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)



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Choose the Best

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ANDROLOGY
EMBRYOLOGY**

Phone: +91 910 000 9482 (ZIVA)
(0841) 348 9482

Offer/Appointment Letter

Date: 19/10/2020
Place: Hyderabad

Dr. Uppunuthula Anusha,
Neerukulla, Athmakur,
Warangal, Telangana.

Dear Dr. Anusha,

Sub-Letter of Offer/ appointment for the position of clinical co ordinator

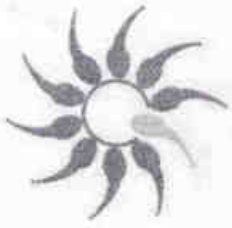
With reference to your application and subsequent interview you had with us, we are pleased to inform you, that you have been selected and offered employment in our organisation on the following terms and conditions:

Designation:	Clinical coordinator
Department:	Fertility
Salary	Rs. 28,000 (Rs. Twenty eight thousand only)
Date of joining:	18-11-2022
Location:	Manikonda
Probation period:	6 months




PRINCIPAL
Balaji Institute of Pharmaceutical Sciences
Lakshapally (V), Narasimhapur (M)
Warangal (Dt) - 506 331 (T.S.)

Email: info@zivafertility.com | Website: www.zivafertility.com



ZIVA
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**FERTILITY
ANDROLOGY
EMBRYOLOGY**

Phone: +91 910 000 9482 (ZIVA)
(0841) 348 9482

Offer/Appointment Letter

Date: 19/10/2020
Place: Hyderabad

Dr. Uppunuthula Anusha,
Neerukulla, Athmakur,
Warangal, Telangana.

Dear Dr. Anusha,

Sub-Letter of Offer/ appointment for the position of clinical co ordinator

With reference to your application and subsequent interview you had with us, we are pleased to inform you, that you have been selected and offered employment in our organisation on the following terms and conditions:

Designation:	Clinical coordinator
Department:	Fertility
Salary	Rs. 28,000 (Rs. Twenty eight thousand only)
Date of joining:	18-11-2022
Location:	Manikonda
Probation period:	6 months




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Baleji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S.)

Email: info@zivafertility.com | Website: www.zivafertility.com



nikhil raj <nikhilraj474@gmail.com>

Fwd: Congratulations!!! | MakroCare | Job Offer

Fri, Jun 16, 2023 at 2:05 AM

Manaswini Pittala <manaswinipittala17@gmail.com>
To: nikhil raj <nikhilraj474@gmail.com>

----- Forwarded message -----

From: **Rajesh Neelam** <rajesh.neelam@makrogrp.com>
Date: Thu, 13 May, 2021, 4:59 pm
Subject: Congratulations!!! | MakroCare | Job Offer
To: <manaswinipittala17@gmail.com>
Cc: Radhika Agli <radhika.agli@makrogrp.com>

MakroCare
New Possibilities, Everyday



Hi Manaswini,

Congratulations!!!

On the basis of your interview with us, we are pleased to inform you that you are selected for the **MakroCare Division** as a **"Research Analyst"** for our Hyderabad Office.

Here by enclosing your compensation break up details as attachment

Your date of joining is on **Monday, 17th March, 2021**.

Request you to fill and send the complete details in the enclosed Employee Details form along with your resignation acceptance from your current company.

You have to report at office by **10:30 AM** on date of joining.



[Signature]
PRINCIPAL

Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 508 331 (T.S.)



nikhil raj <nikhilraj474@gmail.com>

Fwd: Congratulations!!! | MakroCare | Job Offer

Manaswini Pittala <manaswinipittala17@gmail.com>
To: nikhil raj <nikhilraj474@gmail.com>

Fri, Jun 16, 2023 at 2:05 AM

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From: **Rajesh Neelam** <rajesh.neelam@makrogrp.com>
Date: Thu, 13 May, 2021, 4:59 pm
Subject: Congratulations!!! | MakroCare | Job Offer
To: <manaswinipittala17@gmail.com>
Cc: Radhika Agli <radhika.agli@makrogrp.com>

MakroCare
New Possibilities, Everyday



Hi Manaswini,

Congratulations!!!

On the basis of your interview with us, we are pleased to inform you that you are selected for the **MakroCare** Division as a "Research Analyst" for our Hyderabad Office.

Here by enclosing your compensation break up details as attachment

Your date of joining is on **Monday, 17th March, 2021**.

Request you to fill and send the complete details in the enclosed Employee Details form along with your resignation acceptance from your current company.

You have to report at office by **10:30 AM** on date of joining.



[Signature]
PRINCIPAL

Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S.)

Dr. Laxman Sambari
MS, MCh (NIMS)
Plastic, Reconstructive, Cosmetic,
Hand & Hair Transplant Surgeon
Reg. No. 59225



డా. లక్ష్మణ్ సాంబారి
MS, MCh (NIMS)
ప్లాస్టిక్, రీకన్స్ట్రక్టివ్, కాస్మెటిక్,
హ్యాండ్ & హెయిర్ ట్రాన్స్ప్లాంట్ సర్జన్
Reg. No. 59225

Name _____ Age _____ Sex _____ Date _____

Referred by Dr. _____ ID _____ Address _____

CERTIFICATE OF EMPLOYMENT

This is to certify that Dr. Nandini T has been Rendering services as "Duty medical officer" From 20 May 2019 to 25 December 2019 in Koorapati Laparoscopic and Fertility Center

Her Primary work Roles included Case Management in the OPD, IPD, ICU During a six hours daily shift

Her Gross Monthly Emolumens Were Approx 18,000/ (CTC)

Her working Capabilities, Character and Conduct Stand Satisfactory And is Received on Her Own Request And Compliment to Prior Notice

Date : 25 December 2019

Place: Warangal




Dr. LAXMAN SAMBARI
MS(Gen), M.Ch(Plastic Surgery)
Consultant Plastic, Cosmetic, Microvascular
& Reconstructive Hand Surgeon


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Balaji Institute of Pharmaceutical Sciences
Lakshapally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)

KOORAPATI HOSPITALS

Near Asian Mall, KUDA Office Lane, Hanamkonda, Warangal Urban 506 001.

koorapatihospital@gmail.com www.klifchospital.com

Dr. B. Ravi Shankar
MD DNB DM(Gastroenterology-SGPGI)
Director - Medical Gastroenterology
Interventional Gastroenterologist & Hepatologist
Chief of Academics - Dept. of Gastroenterology
Regd No:11817

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms. Saliveru Devipriya(Doctor of Pharmacy) has been working in the Dept. of Gynecology, Yashoda Hospitals, as a Clinical Research Coordinator from 01.Dec.2019 to 31.feb.2021. During her tenure, she is very sincere, hard working and competent in executing all assigned tasks. Her services in the department found to be satisfactory.

She has been on a consolidated salary of Rs. 18,000 per month.

We wish her a great success in all of her future endeavors.

Thanking You

Best Regards **DR. B. RAVI SHANKAR**
MD, DNB
DM, Gastroenterology(SGPGI)
Director - Medical Gastroenterology
Interventional Gastroenterologist Hepatologist
Chief of Academics - Department of Gastroenterology
Regd No. 11817
Yashoda Hospital, Secunderabad
23/06/23

Dr. B Ravi Shankar
Principal Investigator



Mr. E. Madhu Sudhan M.Sc MBA
Clinical Research Administrator

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Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)



TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms. Dr. Nandini Thummanapally has worked as a Clinical Research Coordinator & participated in ward rounds in Gastroenterology Department of Yashoda Hospitals, Secunderabad from 01.Aug.2020 to 15.Feb.2021. During her period of work she has demonstrated high level of sincerity, hard work, patient standard of care and commitment to the department.

She would be an asset to any organization/hospital which she prefers to join.

Date:15.Feb.2021



Dr. B. Ravi Shankar

Ph No: +91 - 93910 75600

DR. B. RAVI SHANKAR

MD, DNB
DM, Gastroenterology (SGPGI)
Director - Medical Gastroenterology
Interventional Gastroenterologist & Hepatologist
Chief of Academics - Department of Gastroenterology
Regd. No. 11817
Yashoda Hospital, Secunderabad

YASHODA HEALTHCARE SERVICES PVT. LTD. SECUNDERABAD
S.P. Road, Secunderabad, Telangana - 500 093



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All India Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)



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**FERTILITY
ANDROLOGY
EMBRYOLOGY**

Phone: +91 910 000 9482 (ZIVA)
(0841) 348 9482

Offer/Appointment Letter

Date: 09/11/2019
Place: Hyderabad

Dr. Vuyyala Nikitha,
H.No:2-17/B,Mirjampet,Srirampur
Karimnagar,Telangana.

Dear Dr. Nikitha,

Sub-Letter of Offer/ appointment for the position of clinical co ordinator

With reference to your application and subsequent interview you had with us, we are pleased to inform you, that you have been selected and offered employment in our organisation on the following terms and conditions:

Designation:	Clinical coordinator
Department:	Fertility
Salary	Rs. 28,000 (Rs. Twenty eight thousand only)
Date of joining:	18-11-2022
Location:	Manikonda
Probation period:	6 months



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Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 508 331 (T.S)

Email: info@zivafertility.com | Website: www.zivafertility.com

APL/API/AL/2020-21/4399
May - 30 - 2019

To
CH. Pranitha Reddy
H.no: 8-19-109, Alakapuri,
Kothapet, Hyderabad

Sub: - LETTER OF APPOINTMENT

With reference to your application and subsequent interview you had with us, we have pleasure in appointing you for the position of **Assistant - Quality Control**, in the Assistant grade of "S3", in our company on the following terms and conditions:

1. The place of posting will be at our Unit - VIII, situated at Survey No.13, Gaddapotharam Village, Jinnaram Mandal, Medak District, Telangana.
2. You will be paid Monthly Salary, annual and statutory benefits as per the attached Annexure - I and rules of the company applicable to your cadre periodically.
3. You shall disclose pre-existing ailments voluntarily before joining the Company. However, this appointment and your continuance in the employment are subject to you being found medically, physically and mentally fit, that are required to discharge your functional responsibilities, by the authorized Medical Officer of the Company.
4. You shall be on probation for a period of Twelve months from the date of joining which may be extended at the discretion of the Management. Unless otherwise informed to you in writing, the probation period may deem to have completed successfully. During the probation period if your performance is found to be not satisfactory, your services are liable for termination without assigning any reasons whatsoever.
5. Your appointment is further subject to verification of the particulars furnished by you on the 'Application Form for Employment' and other documents submitted by you. In case any particulars mentioned by you and/or other documents, which you have submitted at the time of interview or joining or thereafter are found to be false or incorrect, your services during probation / confirmation shall be terminated forthwith without any notice and further appropriate legal proceedings will be initiated.
6. Your services shall be terminable with three month's prior notice in writing on either side or three months' Notice Pay in lieu thereof, after confirmation.
7. The training that will be imparted to you during your service period involves considerable expenditure, both direct, indirect, financial and un-liquidated. The training substantially improves your professional standing, job skill and technology awareness as company offers abundant learning opportunities. Since considerable expenditure is incurred by the Company as an investment and hence the Company expects a commitment from you to serve the Company and to recover its expenditure as well as seek penalty for non-fulfilment of the terms of employment. In consideration of the training to be imparted by the Company, you shall agree and undertake irrevocably to serve the Company, by not leaving the services of the Company.
8. Acceptance of this offer also confirms your consent to the Company, to carry out necessary background verification/checks on your academic credentials, previous employment and other records etc by a third party Service Provider/ internal HR team. Submission of inappropriate/false information by you will lead to termination of your employment without any notice followed by appropriate legal proceedings.



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Balaji Institute of Pharmaceutical Sciences
Lakshminarayana (V), Narsampet (M),
Warangal (Dt) - 506 331 (T.S)

AUROBINDO PHARMA LIMITED

(CIN : L24239TG1986PLC015190)

Corp. off.: The Water Mark Building, Plot No.11, Survey No.9, Hivesh City, Ferozpur, Hyderabad - 500 084 T.S., INDIA Tel: +91 40 6672 5300 / 1200 Fax: +91 40 6767 4059

Regd. Off.: Plot No. 2, Malithiwar, Ammapet, Hyderabad - 500 038, T.S., INDIA Tel: +91 40 2373 6370 Fax: +91 40 2374 7340, Email: info@aurobindo.com

www.aurobindo.com



Date: 04.03.2022

To

Mr. P. Chiranjeevi,
H. No 8-2-120/120/9, Noor Nagar
Banjarahills Road No-10 Hyderabad, Telangana.

Sub: Appointment Letter

With reference to your interview and subsequent discussions you had with us, we take pleasure in appointing **Clinical Pharmacist** in the department of **Quality** in our organization, effective from **04.03.2022** on the following terms and conditions :

1. Compensation :

- Your Cost to Company will be **Rs. 3,00,000/- (Rupees Three Lakhs Only)** Per Annum.
- You will be entitled to other Compensation and Benefits in accordance with the policies of the Hospital as modified and intimated to you from time to time.
- All matters pertaining to your compensation are matter between the Hospital and yourself and should be kept confidential.

2. Salary revision :

Your Salary will be reviewed in the month of July of each year, or at such other time as the Management may decide. Salary revisions are discretionary and will be subject to, and on the basis of effective performance and results.

3. Posting & Transfer :

Your initial posting will be at Renova Neelima Hospitals, Sanath Nagar, Hyderabad. However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

4. Probation :

You will be on probation for a period of **six months**. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

5. Leave

You will be entitled to leaves as per the policy of the company.

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Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (A)
Warangal (Dt) - 508 331 (T.S)

(A UNIT OF MANASWINI HEALTHCARE SERVICES PRIVATE LIMITED)
Opp. Voltas, Czech Colony, Sanathnagar Hyderabad - 500018

☎ : 040-2111 1100, 6731 1100



6. Full time Employment :

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly in any other trade or business during your employment with the company, without permission in writing from the Management.

7. Intellectual Property :

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company, and remain, the sole right/ property of the Company.

8. Responsibilities & Duties :

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

9. Past records :

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

10. Retirement :

The retirement age is 60 years. You will retire from the employment of the Company at the end of the month in which you attain 60 years of age.

11. Retirals :

- You will participate in the Company Provident Fund Scheme as per the policy of the company.
- You will be entitled to gratuity in accordance with the rules governing such payment.

12. Termination of employment :

During the probationary period and any extension thereof, your services may be terminated on either side by giving one month's notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving one month notice or salary in lieu thereof.

Upon termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, Affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

Upon termination of employment, you will also return all company property, which may be in your possession.



(A UNIT OF MANASWINI HEALTHCARE SERVICES PRIVATE LIMITED)

Opp. Voltas, Czech Colony, Sanathnagar Hyderabad - 500018

☎ : 040-2111 1100, 6731 1100

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Bajaj Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)



A.P. Shops & Establishments Rules, 1990

FORM XXVI

[See Rule -30] Letter of Appointment

Name and Address of Employer

PPD PHARMACEUTICAL DEVELOPMENT INDIA PRIVATE LIMITED

8-2-293/82/A, Plot No. 226, Andhra Bank Building,

Road no 17, Jubilee Hills, Hyderabad – 500033

Registration No.: SER/HYD/ACL/A3/45242/2017

1. Sharanya Mogilicharla Daughter of M. SUDHARSHAN aged 26, is appointed as Associate Safety Specialist in this Establishment with effect from 15.02.2021 in the scale of pay of INR 17,410/- per month.

2. His /her scale of pay/ rate of increment in wages shall be yearly once in the month of April.

3. He / She will draw a total Month composed of the following namely:

(i) Basic Pay : INR 11,917/-

(ii) Dearness Allowance (HRA): INR 5,493/-

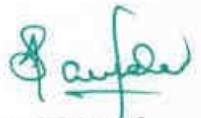
(iii) Other Allowances : -

For PPD Pharmaceutical Development India Private Limited



Rollince Peter

Associate Director, Human Resource



PRINCIPAL

Balaji Institute of Pharmaceutical Sci
Laknepally (V), Narsampet (M),
Warangal (Dt) - 506 331 (T.S)

MARTHA HEALTH CARE SERVICES

Pvt Ltd.

Name Dr. TEJA BHAVANI
Qualification Pharma D
Designation DUTY DOCTOR
Experience FRESHER
Salary Rs. 25000/-
TDS NIL
12 Casual Leaves & 6 Sick
Leaves
Joining Date 20/09/2020

Contact Number 9133257679
Aadhar Number 442033130743
Address 2-90/6, N S P X Road,
Narayanapuram, Khammam,
Telangana

Offer Letter Employee Copy

Dear

We are delighted to offer you employment at Masters Diagnostics, Tiruvuru. Please read through this letter carefully and indicate your acceptance of the offer by signing and returning a copy of this letter.

Hours of Work

- (a) As an employee you will be required to devote yourself during your defined working hours to the performance of your duties as a Job Profile.
- (b) You will not be entitled to receive any remuneration for work performed outside of the hours referred

Salary & Benefits

- (a) The salary will be paid monthly by 10th of every month and it will be deposited into the nominated account.
- (b) The above-mentioned salary is the total cost to the company and includes all payments made and benefits provided by the Employer directly or indirectly to or on your behalf, whether as salary or otherwise.

Company Policies

You agree that the Employer's policies, as amended or replaced from time to time, shall be binding upon you but shall not form part of the employment contract.

Confidentiality and Intellectual Property

You agree that you will not divulge any of the confidential information or trade secrets of the Employer to any person, whether during or after the termination of your employment.

Acceptance

This Letter of Offer contains the proposed Terms and Conditions of your employment with the Employer and is subject to the preparation and execution of a formal Contract of Employment.

Name *Dr. Teja Bhavani*

Signature *Dr. Teja Bhavani*

Date 20/09/2020

PRINCIPAL

D-111 Institute of Pharmaceutical Sciences

Medical Director

Email

amaravathimain@gmail.com

amaravathihospital17@gmail.com

Phone

08673 251114 / 15

93902 25179 / 79010 96699

Address

16-99-3, Ashok Nagar, Bypass Road,
Tiruvuru, NTR Dt., AP - 521215

18 February 2020

Dear Ms Mamindla,

We take the pleasure in offering you an appointment as 'Associate Safety Specialist', on a contractual basis, with Vigi Medsafe Private Limited (a division of PPD) (VMPL) as per the terms given below. Your appointment will be effective from the date of joining which is 24 February 2020 and you will be based at Hyderabad.

The terms of your appointment are as follows:

- Duration of employment – 6 months, end date 20 August 2020
- Your monthly compensation (Can be subject to revision):

CTC Breakdown Monthly Components	
Basic	11,124
HRA	4,450
LTA	1,112
Special allowance	1,854
Total Gross Salary Per month	18,540
PF Contribution	1,691
CTC per month	20,833

*Payment is subject to all applicable deductions

- You are primarily based at Hyderabad office. You may periodically be required to travel to the client's site (within or outside of the country) depending on the requirement
- VMPL is entitled to loan your services to any other company or firm or any associate or its subsidiary, affiliate in which it may be or become interested in any manner
- The normal office hours are 9 hours a day (Monday to Friday) with one hour of refreshment break inclusive, you would need to be flexible to work in US/Europe time zone as per business requirement.
- Employees working in shift timings will be eligible for addition shift allowance based on the shift timings.
- During this contract period, you are not entitled to take office equipment outside of the office or work from home unless explicitly approved by the authorized person
- VMPL will not be responsible for your personal tax affairs and your tax liability in relation to your remuneration is entirely your responsibility
- Any absence will be treated as absence. In such situations, VMPL at its discretion may deduct a proportionate amount from the remuneration
- Please remember you are not entitled to any perks or bonuses in this contract and no payments to any funds or insurances will be made on your behalf. VM recommends you to take health insurance for all medical needs and emergencies
- You will not under any circumstances during your contract or after the termination of contract with VMPL for whatever reasons except with prior sanction in writing from VMPL, divulge, make any use of or disclose to any person, firm or company:
 - a) Any confidential information, knowledge or document belonging to VMPL which you may acquire or which may come into your custody during the course of your contract with VMPL concerning the

PRINCIPAL

Balaji Institute of Pharmaceutical Sciences

Vigi Medsafe Private Limited

Laknepally (V), Narsampet (M)

Wardhulla Hills, Hyderabad - 500033

email: contact@vigimedsafe.com

Address: 8-2-293/82/A, Plot no 226, Andhra Bank Building, Road No 17, Jubilee Hills, Hyderabad - 500033

Telephone: +91402355536

www.vigimedsafe.com

VigiMedsafe

Pharmacovigilance and beyond

business affairs, finances or property of VMPL or of any company which is a associate, subsidiary or affiliate of VMPL or any activity or business transaction in which VMPL may become concerned or interested whether directly or indirectly. By "confidential information" we mean:

a.1 Any information that has not been made public by VMPL or its associated companies whether in Annual Reports or Statements to shareholders, handout statements to press, lectures or publications by authorized personnel

a.2 Details of remuneration and other perks of self and those of fellow employees.

The discretion of VMPL is final on which information is to be treated as confidential and you should accept it as final

- b) Any information (technical and non-technical), knowledge, internal processes (whether patented or otherwise), trade secrets, information on the clients, internal billing procedures including budgeting of clients
- Innovations made by you during the course of your job using VMPL's resources will be the property of VMPL. Rewards for such innovations are deemed to be covered in the remuneration paid to you. VMPL shall be entitled to use the same without any payment to you during the continuance of your employment and at all times thereafter
 - You will not disclose any confidential information even to fellow employees unless it is required for conduct of business
 - You will remain bound by the confidentiality clause even after leaving VMPL's employment for whatever reason, including retirement
 - You will, whenever requested to do so, will sign any applications, document, which VMPL may deem necessary for obtaining any patent or copyrights
 - You understand and agree that any non-compliance or breach of any of the above (trust / integrity / disclosure of confidential information by the associate) will attract civil and/or criminal action against you during and after the period of employment.
 - VMPL is free to terminate your employment at any time without assigning any reason whatsoever by giving you one month notice in writing. Once that is done your employment with VMPL is considered to be ceased
 - You can terminate your contract by giving one calendar months notice (in writing or through email only). You will continue to work for VMPL during this two months and will pass on the knowledge to the newly appointed replacement

Yours sincerely,

I _____ hereby accept and agree to the terms and conditions of this employment contract. I promise to abide by the rules, regulations and policies of Vigi Medsafe as applicable or altered from time to time during the course of my contract and abide by any agreement entered between Vigi Medsafe and myself.

Signature: _____

Place: Hyderabad

Date: _____

Rollince Peter
Associate Director, Human Resources
PPD Pharmaceutical Product Development India Pvt Ltd.



PRINCIPAL

Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)

Vigi Medsafe Private Limited

Address: 8-2-293/82/A, Plot no 226, Andhra Bank Building, Road No 17, Jubilee Hills, Hyd - 500033
Telephone: +914023555536

email: contact@vigimedsafe.com

www.vigimedsafe.com

Dr. V. ASHOK

M.S. (Ortho)

Managing Director

Trauma & Orthopaedic Surgeon



**Veena
Medicares**

6-2-103, Kakoti Colony, HANAMKONDA-506001

Ph - 0870-2570383, 7391170699

e-mail - veenamedicare@gmail.com

Dr. V. RAJESH

M.S. (Ortho)

Arthroscopy & Arthroplasty Surgeon

Date:

LETTER OF APPOINTMENT

Dr. M. Geetharani

Hanamkonda,

Dist: Warangal.

Dear Dr. M. Geetharani

Appointment as Duty Doctor (D.M.O)

Congratulations! We are pleased to confirm you have been selected to work at
VEENA MEDICARES HOSPITAL. We are delighted to make you the following job offer.

We refer to your interview for the above position and are pleased to advise that we are offering
you the position with our hospital from date of 05-04-2012 to till date.

Welcome you to our hospital VEENA MEDICARES HOSPITAL, and look forward to a mutually
beneficial relationship. We feel you will provide the expertise our hospital requires to continue to be
successful.

Under the following terms and conditions,

- ❖ All the staff must obey the rules and regulations of hospital.
- ❖ Duties are according to shift also.
- ❖ Salary increases every yearly 5% on basic salary.
- ❖ Only two leaves will be permitted in a month for everyone.
- ❖ Any misbehavior of staff is immediately removed from hospital.
- ❖ Be polite to the patients.

With best wishes.



For: Veena Medicares
Dr. Ashok

MS (Ortho)

Trauma & Orthopaedic Surgeon

Regd No 8415

Proprietor

Dr. V. ASHOK

M.S. (Ortho)

(Managing Director)

Veena Medicares Hospitals

[Signature]

PRINCIPAL

East Institute of Pharmaceutical Sciences

Lakshapally (V), Narsimhan (M)

Warangal (Dt) - 506 031 (T-3)

Private & Confidential

Dated: 01 September 2022

Emp Code : 175304
Name : Shubham Hanmanthrao Lingappanoor
Designation : Clinical Pharmacist - Pharmacy
Band : 1A2
Business Unit : Aster Aadhar Hospital

Dear Shubham,

We at Aster DM Healthcare would like to thank you for your valuable contribution during FY 21-22. It has been a remarkable year of growth, and we would like to take a moment and recognize your commitment to achieving your individual, team as well as Organization's objectives.

Further to your recent annual review discussion for FY 21-22 with your manager(s) on your performance KPI's and/or Aster behavioral competencies, your overall performance has been assessed as "Exceptional".

Congratulations!

In view of your continued efforts and performance, your compensation has been revised to **Rs. 35,242 Rupees Thirty-Five Thousand Two Hundred Forty-Two** per month. This component is taxable as per the income tax rule and it will be part of your revised salary structure with effect from 1st April 2022. We would also like to reward you with a one-time organizational Performance Incentive **INR 25,767** per annum in addition to your current salary and allowances with effect from 1st April 2022.

At Aster, we believe in walking the extra mile every day to live by our brand promise of "We'll treat you well" to all our stakeholders. It was heartening to see your contributions above and beyond your current role over the year, and in recognition of your demonstrated capabilities for an enriched role, you have now been promoted to "Senior Clinical Pharmacist, Pharmacy" in Role Band: 2A.

The detailed breakup of your revised compensation is mentioned in Annexure A.

All other terms and conditions of your appointment remain unchanged. Your next review shall be due on 1st April 2023.

We on behalf of the Leadership team at Aster DM Healthcare, take this opportunity to express our gratitude and appreciation and look forward to your continued commitment as you grow with our organization. We are confident that with your support we will continue to achieve our shared vision of serving the world with accessible and affordable quality healthcare while embodying our core culture of Aster CARES.

We wish you a great career ahead with Aster DM Healthcare.

For and on behalf of Aster DM Healthcare,



Kalappa K B
Country Head HR - Aster India

P.S.: Please sign and return a copy of this letter as your acceptance.



PRINCIPAL

Balaji Institute of Pharmaceutical Sciences
Lakshapally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)



ANNEXURE A:

Employee Code : 175304
Name : Shubham Hanmanthrao Lingappanoor
Designation : Senior Clinical Pharmacist
Band : 2A
Unit : Aster Aadhar Hospital

COMPONENTS	Salary As on 31 st March 22 (Rs. Per Month)	Salary effective from 1 st April 22 (Rs. Per Month)
Basic +DA	11,941	15,404
HRA	597	770
Special Allowance	13,229	17,065
Performance Allowance*	-	-
Gross Salary	25,767	33,239
Provident Fund	1,552	2,003
Cost to Company (CTC)**	27,319	35,242

*One-time Organizational Performance Incentive will be paid out in Three (3) equal installments with effect from 01 April 2022 to 31 March 2023. A) 50 % during Diwali B) 25 % each in two instalments thereafter. If an employee exit from the organization before the completion of 12 months as of 31st March 2023, the one-time Organizational Performance Incentive amount will be paid on a pro-rata basis. The Organizational Performance Incentive will come to end by 31st March 2023 and will be reviewed on a year-to-year basis, including organizational performance, individual KPI & Competency achievements.

**Total compensation is subject to change based on the review, legal guidelines, Organization Performance, policies, and processes

For and on behalf of Aster DM Healthcare,



Kalappa K B

Country Head HR - Aster India

P.S.: Please sign and return a copy of this letter as your acceptance.




PRINCIPAL

Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)



Private & Confidential

Dated: 01 November 2020

Emp Code : 175306
Name : Challa Lokeshwari
Designation : Clinical Pharmacist - Pharmacy
Band : 1A2
Business Unit : Aster Aadhar Hospital

Dear Challa Lokeshwari

We at Aster DM Healthcare would like to thank you for your valuable contribution during FY 19-20. It has been a remarkable year of growth, and we would like to take a moment and recognize your commitment to achieving your individual, team as well as Organization's objectives.

Further to your recent annual review discussion for FY 19-20 with your manager(s) on your performance KPI's and/or Aster behavioral competencies, your overall performance has been assessed as "Exceptional".

Congratulations!

In view of your continued efforts and performance, your compensation has been revised to **Rs. 35,242 Rupees Thirty-Five Thousand Two Hundred Forty-Two** per month. This component is taxable as per the income tax rule and it will be part of your revised salary structure with effect from 1st April 2020. We would also like to reward you with a one-time organizational Performance Incentive **INR 25,767** per annum in addition to your current salary and allowances with effect from 1st April 2020.

At Aster, we believe in walking the extra mile every day to live by our brand promise of "We'll treat you well" to all our stakeholders. It was heartening to see your contributions above and beyond your current role over the year, and in recognition of your demonstrated capabilities for an enriched role, you have now been promoted to "Senior Clinical Pharmacist, Pharmacy" in Role Band: 2A.

The detailed breakup of your revised compensation is mentioned in Annexure A.

All other terms and conditions of your appointment remain unchanged. Your next review shall be due on 1st April 2021.

We on behalf of the Leadership team at Aster DM Healthcare, take this opportunity to express our gratitude and appreciation and look forward to your continued commitment as you grow with our organization. We are confident that with your support we will continue to achieve our shared vision of serving the world with accessible and affordable quality healthcare while embodying our core culture of Aster CARES.

We wish you a great career ahead with Aster DM Healthcare.

For and on behalf of Aster DM Healthcare,



Kalappa K B
Country Head HR - Aster India

P.S.: Please sign and return a copy of this letter as your acceptance.



PRINCIPAL
Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsimhapur (M)
Warangal (Dt) - 506 331 (T.S)



ANNEXURE A:

Employee Code : 175306
Name : Challa Lokeshwari
Designation : Senior Clinical Pharmacist
Band : 2A
Unit : Aster Aadhar Hospital

COMPONENTS	Salary As on 31 st March 20 (Rs. Per Month)	Salary effective from 1 st April 20 (Rs. Per Month)
Basic +DA	11,941	15,404
HRA	597	770
Special Allowance	13,229	17,065
Performance Allowance*	-	-
Gross Salary	25,767	33,239
Provident Fund	1,552	2,003
Cost to Company (CTC)**	27,319	35,242

*One-time Organizational Performance Incentive will be paid out in Three (3) equal installments with effect from 01 April 2020 to 31 March 2021. A) 50 % during Diwali B) 25 % each in two instalments thereafter. If an employee exit from the organization before the completion of 12 months as of 31st March 2021, the one-time Organizational Performance Incentive amount will be paid on a pro-rata basis. The Organizational Performance Incentive will come to end by 31st March 2021 and will be reviewed on a year-to-year basis, including organizational performance, individual KPI & Competency achievements.

**Total compensation is subject to change based on the review, legal guidelines, Organization Performance, policies, and processes

For and on behalf of Aster DM Healthcare,



Kalappa K B

Country Head HR - Aster India

P.S.: Please sign and return a copy of this letter as your acceptance.




PRINCIPAL

Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)

GD Research Center»

Strictly Private and Confidential

Date: 03 November 2019

To,
B.ESHWARA ROHINI
Hyderabad

Dear **B.ESHWARA ROHINI**,

Thank you for the keen interest you have shown in joining our organisation. Consequent to your application, interviews and subsequent discussions with us, we are pleased to offer you a career at **GD Research Center Private Limited**, Hyderabad. Please accept our heartiest congratulations and a warm Welcome to the **GDRC** Family.

You would be designated as **Senior Researcher**. Your employment start date is **06-Nov-2019**. Your annual emoluments will be **Rs.253608 (Rupees Two Lakhs Fifty Three Thousand Six Hundred Eight Only)** Total Cost to Company (CTC) basis. Please refer to **Annexure A** for the break-up.

You will be governed by the Company's Rules and Regulations in force from time to time and as applicable to you.

Terms and Conditions:-

1. **Working Hours:-**

Your working hours will be regulated from time to time purely at the discretion of the management of the establishment to which you are attached. You should be flexible to work in shifts as per business needs.

2. Please note if the information and supporting documents provided by you, based on which this offer is being extended, is found to be incorrect or unauthentic, your services will be terminated with immediate effect, without any notice or notice pay.

3. You will devote whole time attention to the business of the company and will not be interested or engaged directly or indirectly in other trade or business or as principal agent or servant for any person, firm or company

4. Your employment is transferable to any of the group companies in India or abroad.

5. **Leaves :-**

You shall be entitled to avail leave and other benefits applicable to you as per the company policy, in force and/or which may be revised from time to time. Leave of any type can be taken, in excess of this would be treated as leave without pay. Leave will have to be pre-approved by your manager. Refer to leave policy in the HR Handbook.

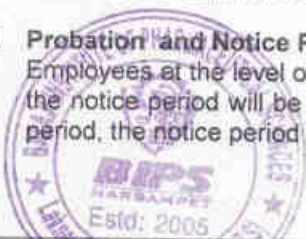
6. **Performance Appraisals :-**

Your performance and promotion readiness will be assessed on the basis of your competency and skills, the results of your work, the value you contribute to successful project delivery and client development efforts, and your demonstrated stewardship and commitment to the Company.

You will be eligible for a promotion and salary review assessment in the next appraisal cycle as per company policies. Your emoluments will be reviewed on an annual basis. Please note that eligibility for promotion assessment does not automatically qualify you for promotion but only makes you entitled to be evaluated for a possible selection to the next level.

7. **Probation and Notice Period:-** (depending on designation)

Employees at the level of **Senior Researcher** will be on probation for a period of six months. During this time the notice period will be **Thirty** days or salary in lieu thereof, on either side. On the completion of probation period, the notice period will be **Thirty** days or salary in lieu thereof, on either side.



PRINCIPAL
Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)

GD Research Center Private Limited

(Formerly known as DMTV Business & Market Research Pvt Ltd) Add: 3rd Floor, MSR Block, KS Building, Madhapur, Hyd - 500081, India Tel: +91-40-66166700, Fax: +91-40-66166852, Reg No: U74130AP2006PTC050526, Email Id: hr_asia@globaldata.com, Website: www.gdresearchcenter.com

8. Provident Fund:-

You will be entitled to become a member of PF scheme, which is governed under the Employee Provident Fund Act, 1952. The current rate of contribution is 12% of basic per month (however, where basic is less than INR 15,000 per month, EPF contribution will be made on both Basic and Special allowance) and equal contribution will be made by the company, which will be a part of gross emoluments.

9. Medical Scheme:-

You will be eligible to participate in Company's Group Medical & Term Life Insurance Policy as applicable to your category of employees.

10. Gratuity:-

Applicable as per the Government Regulation.

11. Income Tax:-

Income Tax will be deducted as applicable from your salary. You shall be responsible to the company for all Taxes and obligations. Company shall not be liable for any misstatement or declaration. Permanent Account Number (PAN) is mandatory.

12. Customary Bonus:-

The Customary bonus will be payable in the month of your anniversary date and will be based on your prevailing CTC salary as of your anniversary date. This Bonus payment will be subject to prevailing customary bonus policy.

Please note that your compensation is confidential information. Under no circumstance you should divulge your compensation details to anybody within or outside the organisation, without written permission from the organisation. Any non-adherence to this clause will be constituted as indiscipline and could lead to action as per the HR policies of the organisation, including termination from the services of the organisation without any notice or notice pay.

Please ensure that by accepting this offer, you warrant that before your date of Joining with the company you will clear all the pending issues with your previous organisation and GDRC is not liable to make any payments in respect of the same. By accepting this offer, you also accept the terms and conditions of Non disclosure agreement and HR policies of the Company. The full terms and conditions of your employment are as detailed in the GD Research Center Private Limited staff manual which will be provided to you on your commencement date.

Please contact Human Resources (040-67426702) if you have any questions. In the meantime, we look forward to you commencing employment with us and hope that it proves to be the start of a long and successful working relationship.

By accepting this offer, you also hereby declare that you have never indulged in any criminal activity and convicted for any criminal or illegal activities. You also declare that there are no legal cases pending against you as on this date




PRINCIPAL
Balaji Institute of Pharmaceutical Sciences
Lakshypally (V), Narsampet (Dt)
Warangal (Dt) - 506 331 (T.S.)

GD Research Center Private Limited

(Formerly known as DMV Business & Market Research Pvt Ltd) Add: 3rd Floor, MSR Block, KS Building, Madhapur, Hyd - 500081, India Tel: +91-40-66165700, Fax: +91-40-66166852, Reg No: U74130AP2006PTC050526, Email id: hr_asia@globaldata.com, Website: www.gdresearchcenter.com

Annexure "A"

Date: 03 November 2019

Name: B.ESHWARA ROHINI

Designation: Senior Researcher

Compensation details with effect from 06-Nov-19 are as given below -

Component	Annual Gross (INR)	Monthly Gross(INR)	Particulars
Basic	75000	6250	Base Pay
HRA	52500	4375	House Rent Allowance (Tax exempted as per prevailing IT Act)
Medical allow/reimbursement	15000	1250	Tax exempted if used for domiciliary medical expenses as per prevailing IT Act
Conveyance Allowance	19200	1600	Non taxable as per prevailing IT Act.
Provident Fund contribution 12%	15621	1302	Employer contribution towards Provident fund which is payable on Basic. However, where basic is less than INR 15,000 per month, EPF contribution will be made on both Basic and Special allowance.
Customary Bonus*	17500	1458	Annual Component & will be paid after completion of each full year of service as per company's Policy
Special Allowance**	55179	4598	This component will be treated as part of customized pool of allowance for tax computation under IT Act
Customized pool of allowances**	0	0	
Gross Compensation	250000	20833	
Gratuity @ 4.81% on Base Salary	3608	301	Paid as per Gratuity Act.
TOTAL CTC	253608	21134	Cost to Company

* Customary Bonus is a yearly fixed component and will be paid after completion of each full year of service as per company's policy.

** Special Allowance/Customized Pool of allowances

You would be eligible for tax exemptions under the different components as per the rules determined by the Income Tax Authorities.

Component	Maximum Limit	Remarks
Meal Allowance(Optional, Will be adjusted against Special Allowance/Customized pool of allowance)	26,400	Tax exempted, if opted for meal vouchers
Gift Coupons	5,000	Tax exempted If opted (Coupons will be issued at the end of each Financial Year)
Children Education Allowance	2400	Can be availed up to 2 Children

** Special allowance/Customized pool of allowances components which are opted are exempted as per the prevailing tax regulations and once opted they need to be continued for rest of the financial year.

Yours sincerely

Praveen Kumar Chanda
Head - Human Resources, India



(Signature)

PRINCIPAL
Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 508 331 (T.S.)

GD Research Center Private Limited

(Formerly known as DMV Business & Market Research Pvt Ltd) Add: 3rd Floor, MSR Block, KS Building, Madhapur, Hyd - 500081, India Tel: +91-40-66166700, Fax: +91-40-66166852, Reg No: U74130AP2006PTC050526, Email Id: hr_asia@globaldata.com, Website: www.gdresearchcenter.com

ACCEPTANCE OF OFFER

By accepting this offer, you hereby acknowledge and agree that the provisions herein are contingent on the successful completion of the background verification proceedings, which may include the use of an external agency to check your prior employment, education and criminal records. If any of the statements you provided during the course of your interview, in the details of your resume or any other documents you provided, are found to be inaccurate or false, it may result in nullification of this offer and corresponding termination of your employment with our Company.

Your compensation details are confidential and you may discuss it only with the HR team, in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our Company.

This offer is valid for **1 day**. In order to accept it, you must do the following, after which period this offer shall lapse automatically.

4/7

1. Reply to this mail, stating your acceptance.
2. Inform any company with whom you have a contractual relationship (whether as an employee or a contractor) about termination of the relationship
3. Please note you may not work for any other Company or freelance while with Indegene Private Limited (formerly Indegene Lifesystems Private Limited).

ACCEPTANCE

I **Juveria Tarannum**, hereby **accept** the position and terms and conditions of employment offered. I agree to work on different shifts on a rotational basis as per the business requirements and client requirements. I understand that any material misrepresentation by me of my qualifications, credentials, or personal record may result in my immediate dismissal upon discovery by the Company. I shall join the company on **31 March, 2021**.

Juveria Tarannum

Please sign your acceptance _____

Date: 30-03-2021



Corporate Office: Third Floor, A-100 G-4 Block, Maratha Embassy Business Park (SEZ), Outer Ring Road, Nagawara, Bengaluru 560 045, Karnataka, India

+91 80 4674 4567

+91 80 7103 4567

+91 80 4674 4568

+91 80 7103 4568

info@indegene.com

www.indegene.com

J. Anand
PRINCIPAL

Dr. J. Anand Institute of Pharmaceutical Sciences
Chiknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)

30-Mar-2021

To,
Juveria Tarannum,
Bangalore

Dear Juveria Tarannum,

Thank you for your time and effort in attending the interview with **Indegene Private Limited (formerly Indegene Lifesystems Private Limited)**. We extend this offer and the opportunity it presents with great confidence in your abilities. You have made a very favorable impression with everyone you met, and we are excited with the prospect of you joining our Company.

We are pleased to offer you the position of **Junior Associate - Quality Assurance** in our Company as detailed below: Your appointment is effective from the date of joining, which shall be as soon as possible but not later than **31 March, 2021**. You will be based at our **Bangalore - Manyata Tech Park** detailed appointment letter shall be issued to you upon joining.

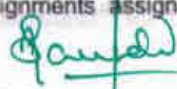
1. **Band, Level & Department:** A : Level 2, Safety Solutions.

2. **Scope of Training:** The scope of your Training will be broadly as per the Training and Development guidelines as mentioned during our discussion. You will also render such other services under the direction of your superiors, consistent with your overall Training assignments, as may be necessary to meet our requirement from time to time. It is understood that you will attend to all Training assignments on priority. You will be assessed at the end of the twelve month term on assigned parameters with a condition that you need to meet the expected standards of certification. Based on your performance and the organizational needs, you may be absorbed on full-time employment with the company.

3. **Training Period:** Your Training Period will be for a period of twelve months (12 months), starting with effect from **31 March, 2021**. During this period your total Compensation will be **Rs. 400,000 p.a. (Rupees Four Lakhs only per annum)** as explained in Annexure A. At the end of the period, it will automatically come to an end, unless we extend it for a further period in writing.

4. **Rules and procedures:** You will be governed by the Rules and Regulations as per the Training Agreement and the Company's Staff rules, regulations, administrative procedures in force from time to time, on matters such as working hours, festival holidays, weekly offs, leaves and other administrative policies.

5. **Timings:** We work from **Monday to Friday, 9:00 AM to 6:30 PM**, during which your presence in the office is mandatory. Please note that you may be required to undertake shift duties / work extended hours as required by the Company depending upon the Training needs/assignments assigned to completion, business requirements / policies and exigencies of work.



PRINCIPAL

Corporate Office: Third Floor, Aspen G-4 Block, Manyata Embassy Business Park (SE-2),
Outer Ring Road, Nagawara, Bangalore 560 045, Karnataka, India

91 80 4574 4567 91 80 4574 4568 info@indegene.com
91 80 7103 4567 91 80 7103 4568 www.indegene.com
Lakshmi (V), Narsimha (M)
Wang (D) 506 331 (T.S) Ver 1.0

6. **Leave** - You will be eligible for 1 day leave for every completed Training Month during your training period.
7. **Appraisal**: You will be taken on rolls as a full time employee on successful completion of 1 year traineeship with the company. You will then fall into the subsequent review cycle running at that time and be eligible for salary review as per the guidelines. Compensation guidelines can be changed as per the company policy.
8. **Background Verification**: This Offer/Appointment shall, at all times, be subject to your successful clearing of the background verification (BGV) process. BGV will be conducted in areas including your education, prior employment (s), criminal records and such other areas as may be required by client projects by Indegene or third-party agency appointed by Indegene either prior or post your joining. It is important for you to submit the documents specified below at any point in time (pre or post joining) for process compliance, and submission of the documents would be considered as your consent to execute the BGV process.
1. You are required to submit the following documents:
 - a. Educational proofs - Convocation Certificate / Final Marksheet
 - b. Professional proofs-
 - i. Relieving letters and experience certificates
 - ii. Pay slips from previous employer before joining
 - c. Such other documents as may be necessary as per client project requirements.
 2. You may have to undergo a drug test or any other medical tests that would be arranged by Indegene as per the client project requirements.

If any of the statements/documents/reference details provided by you is found to be inaccurate or false, or if any feedback during the reference check is found to be negative, or if you were found to be convicted in any criminal offence, Indegene will have the authority to nullify your offer / appointment and terminate your employment with immediate effect from the detection of such occurrence without any prior notice.



PRINCIPAL

Balaji Institute of Pharmaceutical Sciences
Lakshapally (M), Narsampet (M)
Warangal - 506 005 (T.S)

Cost to the Company Structure

Annexure		
Monthly and Annual Cost To Company		
A. Emoluments	Monthly (Rupees)	Annual (Rupees)
Basic Pay	4800	57600
House Rent Allowance	4884	58606
Statutory Bonus	1169	14028
GROSS PAY	10853	130236
Deduction-Employer		
Employer's PF contribution	631	7572
Employer's ESI contribution	516	6192
Total Employer Deduction	1147	13764
Cost to the Company (CTC)	12000	144000

Yours Sincerely,

For Zado Infotech Solutions Pvt Ltd

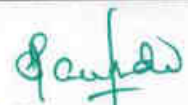
Dheenadhayalan Vadivel,

Director-Operations & HR

Accepted the Above Terms & Conditions



Zado Infotech Solutions (I) Pvt Ltd
No.85/3, 1st Floor, Orchid Plaza, Razaak Garden Road,
Arumbakkam, Chennai - 600 106
Web : www.zado-tech.com



PRINCIPAL

Balaji Institute of Pharmaceutical Sciences
Lakshapally (V), Narsampet (M)
Warangal (Dt) - 508 331 (T.S.)

Date: 10-09-2019

To
Ms. JODUMUNTHALA MOUNIKA,

OFFER LETTER

Dear Ms. JODUMUNTHALA MOUNIKA,

This has reference to your application and the subsequent interview you had with HETERO DRUGS LTD- R&D we are pleased to offer you for the position of "Jr. RESEARCH ASSOCIATE IN AR&D DEPARTMENT" location SANATHNAGAR in our organization on a contractual basis.

The brief details of the offer are as below:

Gross Salary : Rs 16,000/-P.M

Your expected Date of Joining : 15/09/2019

You will be issued a detailed 'Appointment Letter on your joining with HR SQUARE LLP. And this offer letter will be valid till 15-09-2019 and will automatically become void unless it is explicitly extended by the client or HR SQUARE LLP.

You are requested to sign and return us the copy of the Offer letter as a token of your acceptance.

Please bring the following documents along with you on the day of your joining with HR SQUARE LLP:

1. Copy of relieving letter from previous employer if applicable
2. Latest payslip / proof of salary / Bank statement in which last salary credited
3. Copies of Education certificates
4. Four passport size colour photographs
5. Proof of House Address (Electricity bill, Rent Agreement, Postal Address proof, etc.)
6. ADHAAR & PAN card copy
7. Duly filled Standard Application form of HR Square LLP

We look forward to your joining at the earliest.

For HR Square LLP



(Authorized signatory)



Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S.)

HR SQUARE LLP

D.No-6-3-347/22/6, Sri Durga Tulasi Apartment 4th Floor,
Dwarakapuri Colony, Punjagutta, Hyderabad 500082, Telangana
Tele: 040 – 6666 6789, E-mail: info@hrsquare.in



To

ADEPU USHASREE

Date: 31-OCT-2019

Sub: OFFER ON CONTRACT

Dear ADEPU USHASREE

With reference to your application, we are pleased to appoint you as **Junior Research Analyst (Contract)** on Contract basis in our organization on the following terms and conditions.

1. The appointment on contract basis for a period of **Six Months** starting from **02-Nov-2019 to 02-May-2020** connected with the work of special project.
2. Your appointment is in Semi-Skilled Category and you are designated as to perform such manual, operational, technical and skill jobs as may be entrusted to you from time to time.
3. You are recruited as a Contract Employee of **M/s. Zado Infotech Solutions India Pvt Ltd**, Chennai and you will be placed in its client place i.e, **M/s. Excelra Knowledge Solutions Pvt. Ltd**, 6th Floor, Wing B, NSL SEZ ARENA, Plot No. 6, Survey No. 1, IDA Uppal, Hyderabad, Telangana 500039.
4. You will be paid a monthly CTC will be **Rs.12000/- (Twelve Thousand Indian Rupees Only)**
5. You will be eligible for a performance bonus ranging from **Zero to Rupees Four Thousand**, which will be dependent on achieving your individual production and quality targets. In addition to the performance bonus, you will also be eligible to participate in productivity linked incentive. Details of the same would be provided during your on-boarding.
6. You will not be eligible for any other allowances / benefits/concessions.
7. You will be bound by the Company Leave policy & Client holiday calendar.
8. You are expected to work six days in a week (Monday to Saturday).
9. You will be eligible for PF, ESI (if the work location is covered under ESIC).
10. You will devote whole time attention to the company's work and will not engage yourself in any other activity.
11. You will further work sincerely and diligently protecting always the interest of the company.
12. You will be discontinued from the services for reasons of negligence ,irregular attendance ,improper behavior ,unsatisfactory progress, indiscipline ,disloyalty, disrespect to disciplinary and administrative

Zado Infotech Solutions (I) Pvt Ltd
No.85/3, 1st Floor, Orchid Plaza, Razaak Garden Road,
Arumbakkam, Chennai - 600 106.
Web : www.zado-tech.com



PRINCIPAL

Balaji Institute of Pharmaceutical Sciences
Lakshapally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S.)

BE YOURSELF, MAKE A DIFFERENCE.

accenture

13-Jul-2022

C6342298



**For Accenture use only*

Siri chandana Ingli
6-482/2/A,manikya nagar,quthbullapur,Hyderabad,Telangana 500055 500055
Management Level - 13
Sublevel - 3

Job Profile - Digital Content Management New Associate
Job Family Group - Business Process Delivery
Business Deal - Digital Operations

Dear Siri chandana,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in Hyderabad, India as per the below terms and conditions.

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.



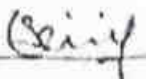
Version 7.9 June 2022

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PRINCIPAL

Bajaj Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S.)

Candidate's Signature



Reference Id: 076eab8d-f705-4701-85b6-fedb3d736916_2
Signed By: Jal Rumi Master



August 13, 2022

Jakkula Vinusha
Karimnagar

Reg: Offer of Employment

Dear Vinusha,

We are pleased to offer you the position of **Associate – Claims** at **Legato Health Technologies LLP** (hereinafter referred to as "Legato") reporting to the **Team Lead – Claims**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR. 230,000 /- (Rupees Two Lakhs Thirty Thousand Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon your acceptance within 3 business day and on confirmation that you are legally authorized to work in your position on your start date and at all times thereafter, the successful verification of your background information. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you.

At the time of reporting for duty, produce certified true copies of all your credentials as asked for.

Your employment with Legato will commence from your effective date of joining i.e. **1st April 2019** and subject to completion of all joining formalities. You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Till such time as the employment agreement is fully executed by you, no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Anillesh Seth
Country Head & Designated Partner
Legato Health Technologies LLP

Jakkula Vinusha
Date:

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Balaji Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 508 331 (T.S)

Legato Health Technologies, LLP | www.legatohealth.com

Tower 1, 2nd Floor, GAR Corp - Laxmi Infobahn SEZ, DRR Service Road, Kokapet Village, Gandipet Mandal, Rangareddy District, Kokapet, Hyderabad - 500075

LLPIN: AAL-0528 | PAN: AAHFL3010G | GSTIN: 36AAHFL3010G1ZB

Name: Bhukya Ranjith,

Date: 04-09-2019.

Dear Ranjith,

Welcome to A3 RCM Health Care Pvt Ltd!

Subject: Appointment Letter

With reference to your application, subsequent interview and discussions, we are pleased to inform that you have been appointed as "Medical Coder" with our organization commencing from 10-Sep-2019. Your annual compensation will be Rs. 2,16,000/-. The details of the terms and conditions of the employment are detailed in the enclosed annexures.

1. SALARY

Your offered salary breakup shall be as follows:

Details	Monthly CTC	Annual CTC
Basic	11214	134568
HRA	5598	67176
Statutory Allowances	630	7560
Other Allowances	558	6696
Total	18000	216000




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Bharatiya Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.B)



RCM Healthcare Pvt. Ltd

Contact : +919346490075
Email ID : hr@a3rcmhealthcare.com

To avoid any doubt, it is hereby declared that the property and all such documents used in the course of your work belong to the company.

If you are agreeable to the above terms and conditions of the agreement, kindly confirm your acceptance by signing and returning the duplicate copy of this letter for our file and records.

Yours sincerely,



Human Resource Manager

I agree to the agreement and accept the above terms and conditions of service.

Name: Ranjith

Signature: Ranjith

Date: 9/9/2019




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BPS Institute of Pharmaceutical Sciences
Lakshipally (V), Narasimha Rao (M)
Warangal (D) - 506 331 (T.S.)



MSN Laboratories Private Limited

MSN House, Plot No.: C-24,
Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pin Code: 500 018, India
CIN: U24239TG2003PTC041583
Phone: +91-40-30438600, Fax: +91-40-30438798

September, 16 2019

Mr. G Sai Santhosh,
11-6-31, Chirstian Colony
Warangal,
Warangal – Dist – 506 013
Mobile No:

Dear Mr. G. Sai Santhosh,

Sub: Offer and Appointment Letter

This has reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment with the following Terms & Conditions.

1. Designation:

You will be designated as “ Junior Executive-Trainee”, Grade “G02”, in Quality Assurance Department based at MSN Laboratories Private Limited – MSNF-II-Kothur – Osd Location.

2. Remuneration:

Detailed compensation structure as Total Cost to Company Rs. 147000/- is mentioned in the Annexure-I.

3. Documents to be Submitted:

Please bring all the following documents in original with Photostat copies of the same at the time of joining.

- Passport Size Color Photographs (Self) – 7 nos, and Dependent-family members photograph - 1 nos each.
 - All Educational Certificates and any other Certificates related to specific Training and Skills.
 - Previous employment Service Certificate / Relieving Letter, if any
 - Last Six Months Bank Statement.
 - Aadhar Cards of self and dependent family members.
 - Pan Card
 - Passport/ Driving License.
 - A cancelled cheque leaf of active bank account.
 - Medical Certificate with Reports.
 - Non Judicial Stamp Paper worth Rs. 100/- in your name, for the purpose of Employment Agreement.
- You need to give us the Agreement of Employment on Non-Judicial Stamp paper, stating that, you will work with MSN Group of Companies for a minimum period of three years from the date of joining.




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Laknepally (V), Narsampet (T),
Warangal (D) - 506 331 (T.S.)

Page 1 of 2



Date: 02-11-2022

To
Mr. HAMSA PRUDHVIRAJ,

OFFER LETTER

Dear Mr. HAMSA PRUDHVIRAJ,

This has reference to your application and the subsequent interview you had with HETERO DRUGS LTD- R&D we are pleased to offer you for the position of "Jr. RESEARCH ASSOCIATE IN AR&D DEPARTMENT" location SANATHNAGAR in our organization on a contractual basis.

The brief details of the offer are as below:

Gross Salary : Rs 18,000/-P.M
Your expected Date of Joining : 09/11/2022

You will be issued a detailed 'Appointment Letter on your joining with HR SQUARE LLP. And this offer letter will be valid till 09-11-2022 and will automatically become void unless it is explicitly extended by the client or HR SQUARE LLP.

You are requested to sign and return us the copy of the Offer letter as a token of your acceptance.

Please bring the following documents along with you on the day of your joining with HR SQUARE LLP:

1. Copy of relieving letter from previous employer if applicable
2. Latest payslip / proof of salary / Bank statement in which last salary credited
3. Copies of Education certificates
4. Four passport size colour photographs
5. Proof of House Address (Electricity bill, Rent Agreement, Postal Address proof, etc.)
6. ADHAAR & PAN card copy
7. Duly filled Standard Application form of HR Square LLP

We look forward to your joining at the earliest.

For HR Square LLP

(Authorized signatory)



HR SQUARE LLP

D.No-6-3-347/22/6, Sri Durga Tulasi Apartment 4th Floor,
Dwarakapuri Colony, Punjagutta, Hyderabad 500082, Telangana
Tele: 040 – 6666 6789, E-mail: info@hrsquare.in


PRINCIPAL
Baleji Institute of Pharmaceutical Sciences
Lakshapally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)



Archeron Clinical Solutions Private Limited
808, Kodigehalli Main Road, NTI Layout,
Rajiv Gandhi Nagar, Kodigehalli,
Bengaluru-560092, Karnataka,
India

Dr. A.Sireesha

KPHB phase - 2,
Hyderabad
Telangana, India

05 Apr, 2022

LETTER OF OFFER AND TERMS OF EMPLOYMENT

Dear Dr. A.Sireesha,

We are pleased to offer you the role of **Clinical Research Associate** with **Archeron Clinical Solutions Private Limited** ("Company") on the terms and conditions mentioned herein relying upon the representations made by you with respect to your academic, education, background and work experience.

Your contract with the Company is subject to the terms and conditions, the Confidential and Proprietary Information, Non-Disclosure and Confidentiality Agreement, Non-Compete and Inventions Assignment Agreement and the Company Policies which collectively form part and parcel of this offer agreement (hereinafter referred to as "**Agreement**")

Terms and Conditions

1. Position and Commencement of Employment

You will be employed by the Company in the position of "**Clinical Research Associate**" reporting to the Project Manager assigned on the date of joining as the Company may determine from time to time. Your agreement with the Company will commence on **4th May, 2022**.

You will be governed by the rules, regulations and policies of Archeron Clinical Solutions Private Limited (together the "Company Policy") as applicable, enforced, amended or altered from time to time during the course of your employment. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable from time to time and if transferred to other entities, then the jurisdiction and local laws prevailing in that entity will be applicable.

As a member of an organization that practices flexibility and continuous improvement in work processes and practices, your roles and responsibilities may vary. You are required to report to our office in Bangalore. You will be reporting to manager assigned on the date of joining and any changes will be indicated to you from time to time. However, you are liable to be transferred from one job, department, division or location or another, anywhere in India and also to our associate companies, subsidiaries, holding companies etc., in existence, as of date or to be set-up later anywhere in India or Abroad.

Subject to your executing the Employee Invention Assignment and Confidentiality Agreement attached



improvement Plan (PIP) wherein audits will be conducted to measure performance. If your performance does not meet the standards laid out in PIP, you will be given a 15 days notice for termination and no severance will be paid for such termination.

6. Method of Payment

Salaries will be paid via electronic funds transfer on or before the 7th day of each month. The Company reserves its right to vary this procedure at its option. However, such variance will be communicated to you in advance.

7. Nature of Employment

This is a whole-time employment with the Company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity or be interested directly or indirectly.

8. Rules and Regulations

Your work in the organization will be subject to the rules and regulations and such other practices, systems, procedures and policies, framed, amended, modified or omitted by the Company from time to time in relation to conduct, discipline and other matters provided in the Company policy framework.

9. Background & Reference Check

(i) **Background Check:** This offer, and your employment (if commenced prior to completion of the Company's background check), is also contingent on the Company's verification of background information as provided by you on the background vetting form/application and as part of the background check process. If your employment commences prior to the completion of the Company's background check and you fail to clear your background check, the Company shall have the right to terminate your employment immediately with one week's notice or payment in lieu of notice.

(ii) **References and Relieving Letter:** In addition, this offer (and your employment) is contingent on the Company's review of and satisfaction with your references. In accepting this offer, you agree to cooperate with the Company and seek the cooperation of others in completing the reference process in an expeditious manner. If your employment commences prior to the completion of the Company's reference check and you fail to clear your reference check, the Company shall have the right to terminate your employment immediately with one week's notice or payment in lieu of notice. Upon joining the Company, as applicable, you are required to furnish a letter from your current employer relieving you of your duties, as well as a salary certificate and Form 16 specifying income tax deducted. At the time of joining, you will also be required to bring and submit copies of mark sheets and certificates of Graduation and Post Graduation (if any).

10. Termination of Employment / Power to Suspend/ Duty to cooperate/ Changes to terms of employment/ Representing the company/ Warranty/ Deductions

(i) **Verification:** Your appointment will be subject to the verification of your credentials, testimonials and other particulars provided by you during the application process. If at any time the particulars given by you are in any way found to be inaccurate or misleading, your employment shall be deemed to be automatically cancelled and your services will be immediately terminated.

Principal
Institute of Pharmaceutical Sciences
Laknepally (V), Narsampet (M)
Warangal (Dt) - 506 331 (T.S)



Invention, or to withdraw from circulation or to control the publication or distribution of any Company Invention, and any similar right existing under the judicial or statutory law of any country or treaty.

8. I agree to assist the Company in every proper way to obtain and enforce the Intellectual Property Rights and other legal protections for the Company Inventions in any and all countries. I will sign documents that the Company may reasonably request for use in obtaining and enforcing such protection. My obligations under this paragraph will continue even after I leave the Company, provided the Company will reimburse me at a reasonable rate after I leave the Company for time or expenses actually spent by me on its behalf. I appoint the Secretary of the Company as my attorney-in-fact to execute documents on my behalf for the purposes set forth in this paragraph.
9. I understand that my employment with the Company requires my undivided attention and effort. As a result, during my employment, I will not engage in any business occupation or freelancing.
10. During my employment with the Company and for a period of two (2) year thereafter, I will not induce or influence, or seek to induce or influence, any person who is employed or engaged by the Company (as an agent, employee, independent contractor, or in any other capacity), or any successor thereto, in order to obtain such person as an employee or independent contractor for a business competitive with the Company, or to cause such person to terminate his or her employment, agency or relationship with the Company, or any successor thereto.
11. During and after the termination of my employment with the Company, I will not directly or indirectly solicit or assist or otherwise take away customers or suppliers of the Company if, in so doing, I access, use or disclose any Proprietary Information belonging to the Company. I acknowledge and agree that the names and addresses of the Company's customers and suppliers, and all other confidential information related to them, including their buying and selling habits and special needs, whether obtained by, or disclosed to me during my employment, constitute trade secrets of the Company.
12. I hereby authorize the Company to use, reuse, and grant others the right to use and reuse, both during and after my employment, my name, photograph, likeness (including caricature), voice, and biographical information, and any reproduction or simulation thereof, in any form of media or technology now known or hereafter developed (including, but not limited to, film, video and digital or other electronic media) in connection with the Company's business, including any promotion, marketing or advertising of the Company or its products or services which was obtained by the Company during my employment with the Company.
13. I represent that my performance of all the terms of this Agreement and my responsibilities as an employee of the Company will not breach any invention assignment, proprietary information, non-solicitation, non-competition, or other agreement or obligation with any former employer or other party. I also represent that I will not bring with me to the Company or use in the performance of my responsibilities for the Company any property or materials or trade secrets of a former employer or third party that are not generally available to the public or would not have been legally transferred to the Company. I hereby authorize the Company to notify, after I leave the Company, third parties, including, without limitation, customers and actual or future employers of the terms of this Agreement and my responsibilities detailed



- (iii) **Terms Are Confidential:** You also confirm your understanding that the terms of this offer are strictly confidential between you and the Company and any breach of this confidence will be viewed with utmost seriousness including legal consequences.

14. Leave Policy

The Company's calendar year runs from 1st April to 31st March each year and during such year, you shall be entitled to avail leave in accordance with the leave policy of the Company and entitled to the following subject to periodic changes in leave policy from time to time:

- (i) **Annual Leave:** During your employment, you will be entitled to annual leave of 18(Eighteen) days in a year which is calculated at the rate of 1.5 days per month, commencing from 1st April each year.
- (ii) **Sick Leave:** You are entitled to sick leave of not more than 12(twelve) days in a year, however this can be extended on a case to case basis, subject to the discretion of the management. You are required to produce and submit a doctor's certificate to the HR department for sick leaves which exceeds 2(two) days.
- (iii) **Casual Leave:** An employee is eligible to 4(four) days of casual leaves, calculated at 1 day per quarter. Only a maximum of 2(two) casual leaves can be availed at a time. These are non-cumulative and lapses at the end of the financial year. The casual leaves shall not be combined with any other kind of leave but can precede and follow any holidays.
- (iv) **Fixed Public & Festival Holidays:** As determined by the Company, there will be 10(Ten) fixed and festival holidays per year. The list to be shared by the HR every year.

15. Illness

- (i) **Notice:** In the event that you are unable to carry out your duties by reason of sickness or injury, you are entitled to paid sick leave as set out in the Company's Sick Leave Policy for your office. In the event that you are prevented from performing your duties under this Agreement as a result of illness, injury or other incapacity, you shall be required to give notice thereof to the Company at the earliest possible opportunity.
- (ii) **Compliance and Cooperation:** During the period of illness or incapacity, you shall (i) comply with all provisions of Indian Law regarding illness or disability (ii) follow all instructions or directions of the Company as set out in the Leave Policy or otherwise, and (iii) co-operate with a medical examination by a physician to be appointed by the Company, if such examination is required by the Company in addition to (i) and (ii) thereof.

16. Confidentiality and Intellectual Property

- (i) **General Confidentiality:** In the course of your assignment with us, and by virtue of the position held by you, you may acquire information, technical or otherwise, including any computer software, which is confidential or proprietary to Archeron Clinical Solutions Private Limited or its subsidiaries or affiliates, its customers, subcontractors or any other individuals or companies having any kind of association or relationship with Archeron Clinical Solutions Private Limited, and/or its affiliates or subsidiaries (together "Confidential Information"). You shall keep and maintain strict confidentiality of such Confidential Information and data that may come to your possession or knowledge by virtue



17. Notice

Any notices required to be given under this Agreement shall be in writing and shall be validly delivered via official email.

18. Modification and Waiver

No provision of this Agreement will be modified, waived or discharged unless the modification, waiver or discharge is agreed to in writing and signed by you and by an authorized officer of the Company (other than you). No waiver by either party of any breach of, or of compliance with, any condition or provision of this Agreement by the other party will be considered a waiver of any other condition or provision or of the same condition or provision at another time.

19. Severability

In case any one or more of the provisions contained in this Agreement shall for any reason be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provisions of this Agreement, but this Agreement shall be construed as if such invalid or illegal or unenforceable provision had never been contained herein. Upon such determination that any term or other provision is invalid, illegal or unenforceable, the court or other tribunal making such determination is authorized and instructed to modify this Agreement so as to effect the original intent of the parties as closely as possible so that the transactions and agreements contemplated herein are consummated as originally contemplated to the fullest extent possible.

20. Governing Law

This Agreement is governed by and construed in accordance with the laws of India and to the exclusive jurisdiction of courts situated at Bangalore. This Agreement shall be assignable by the Company to a subsidiary or affiliate of the Company or other entity resulting from the reorganisation, acquisition, merger or consolidation of the Company or other entity to or with which all or any portion of the

Company's business or assets may be sold, exchanged or transferred.

Governing law based on the subsidiary the employee will be given the pack of He/She will be to the subject to the laws of USA, UAE, KSA, UK and India.

21. Entire Agreement

This Agreement, the Employee Invention Assignment and Confidentiality Agreement, the Non-Disclosure and Confidentiality Agreement and any documents referenced herein constitute the entire agreement and understanding of the parties with respect to the subject matter of this Agreement and supersede all prior and contemporaneous understandings and agreements, whether written or oral, between or among the parties hereto with respect to the specific subject matter hereof.

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial association between you and Archeron Clinical Solutions Private Limited. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings.

Welcome aboard!



This Agreement is likely to cause the Company substantial and irrevocable damage which is difficult to measure. Therefore, in the event of any such breach or threatened breach, I agree that the Company, in addition to such other remedies which may be available, shall have the right to obtain an injunction from a court restraining such a breach or threatened breach and the right to specific performance of the provisions of this Agreement without the posting of a bond and I hereby waive the adequacy of a remedy at law as a defense to such relief.

20. All notices, statements or other communication required or permitted to be given or made under this Agreement shall be in writing in the English language in an email.

21. This Agreement will be effective as of the first day of my employment by the Company, or upon disclosure of covered Company Proprietary Information should that disclosure occur prior to the first day of my employment, or upon the date of my signature below, whichever date occurs first.

Employee Signature:

Name: Srreasha Place: Hyd Date: 13/4/23

Email ID: _____



Annexure B - BREAK UP OF CTC IN TABLE FORM

Name	Dr. A.Sireesha	
Designation	Clinical Research Associate	
Department	Clinical Research	
Components		
	Per Month (₹)	Per Annum (₹)
<u>Salary and Allowances (A)</u>		
<u>Total Gross Salary</u>	<u>38000</u>	<u>4,56,000</u>
<u>Deductions (B)</u>		
Professional Tax	150	1800
TDS	10%	
INHAND SALARY	34050	

**The designations are provisional designations and can be updated during the probationary period based on work allocation.*

The management reserves the right to change /modify benefits without any prior intimation. Discontinuation will not lead to a cash payout.



Sireesha
PRINCIPAL
 Balaji Institute of Pharmaceutical Sciences
 Laknepally (V), Narsampet (M)
 Warangal (Dt) - 506 331 (T.S.)