



5.2.1.1 Number of outgoing students placed and or progressed to higher education during the academic year 2020-2021

SUMMARY OF STUDENTS PLACED AND HIGHER EDUCATION ACADEMIC YEAR 2020-2021

ACADEMIC YEAR	2020-2021
NUMBER OF FINAL YEAR STUDENTS	123
NUMBER OF STUDENTS PLACED	85
NUMBER OF STUDENTS PROGRESSED TO HIGHER EDUCATION	13
TOTAL NUMBER OF STUDENTS PLACED AND HIGHER EDUCATION	98
PERCENTAGE OF PLACEMENT OF OUTGOING STUDENTS AND STUDENTS PROGRESSED TO HIGHER EDUCATION	79.6%

B. Subrahmanyam
TPO



[Signature]
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Gunthapally (V), Abdullapurmet (M)
R.R. Dist. Telangana.



PLACEMENT DETAILS-2020-2021

S. NO	YEAR	NAME OF STUDENT WHO HAS BEEN PLACED	PROGRAM GRADUATED FROM	YEAR OF GRADUATION	NAME OF THE EMPLOYER WITH CONTACT DETAILS	PAY PACKAGE AT APPOINTMENT	PAGE NUMBER
1	2020-2021	P.RAGHAVENDRAGOUD	IV YEAR BPHARM	2021	MSN LABORATORIES PRIVATE LIMITED 040 30438600	1.85 LPA	8-10
2	2020-2021	PRETOM CHAKRABORTY	IV YEAR BPHARM	2021	AUROBINDO PHARMA LIMITED 040 6672500	1.8 LPA	11-14
3	2020-2021	MOHAMMED NAZMEEN	IV YEAR BPHARM	2021	AGS HEALTH PRIVATE LIMITED 040 29709680	1.68 LPA	15-16
4	2020-2021	RAJESH KUMARMISHRA	IV YEAR BPHARM	2021	CIPLA LIMITED +91222426000	4 LPA	17
5	2020-2021	Y.PRANAY KUMARREDDY	IV YEAR BPHARM	2021	DIVIS LABORATORIES LIMITED 08922248927	2. LPA	18-19
6	2020-2021	T.SINDHUJA	IV YEAR BPHARM	2021	AGS HEALTH PRIVATE LIMITED 040 29709680	1.68 LPA	20-21
7	2020-2021	S.PRAVALIKA	IV YEAR BPHARM	2021	AGS HEALTH PRIVATE LIMITED 040 29709680	1.68 LPA	21
8	2020-2021	B.SANDEEP	IV YEAR BPHARM	2021	DIVIS LABORATORIES LIMITED 08922248927	2. LPA	23-24
9	2020-2021	SURAJ RAJ	IV YEAR BPHARM	2021	DIVIS LABORATORIES LIMITED 08922248927	2. LPA	25-26
10	2020-2021	K.HARITHA	IV YEAR BPHARM	2021	CARELON GLOBAL SOLUTIONS INDIALIMITD 040 69656010	2.75 LPA	27-28
11	2020-2021	P.SAI SREE MEGANA	IV YEAR BPHARM	2021	SPY HEALTH PRIVATE LIMITED 9602095871	2.25 LPA	29-31
12	2020-2021	A.SANDEEP	IV YEAR BPHARM	2021	ALTRUIST TECHNOLOGIES PRIVATE LTD 9609600192	3.25LPA	32-35
13	2020-2021	A.SAI PRIYA	IV YEAR BPHARM	2021	PRIMERA MEDICAL TECHNOLOGIES 040 66007700	2.75 LPA	36-38





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14	2020-2021	AMREEN SULTANA	IV YEAR BPHARM	2021	SPY HEALTH PRIVATE LIMITED 9602095871	2.25 LPA	39-41
15	2020-2021	D.UDAYASRI	IV YEAR BPHARM	2021	ALTRUIST TECHNOLOGIES PRIVATE LTD 9609600192	3.25 LPA	42-46
16	2020-2021	S.PRIYANKA	IV YEAR BPHARM	2021	PRIMERA MEDICAL TECHNOLOGIES 040 66007700	2.75 LPA	47-49
17	2020-2021	B.RAJU	IV YEAR BPHARM	2021	PRIMERA MEDICAL TECHNOLOGIES 040 6600 7700	2.75 LPA	50-52
18	2020-2021	E.PRASANNA LAAXMI	IV YEAR BPHARM	2021	OPTUM GLOBAL SOLUTIONS 040 30852500	3 LPA	53-54
19	2020-2021	B.SWATHI	IV YEAR BPHARM	2021	VEE TECHNOLOGIES PRIVATE LIMITED 8023085600	2 LPA	55-56
20	2020-2021	C.PRASHANTH	IV YEAR BPHARM	2021	OPTIMUS DRUGS PRIVATE LIMITED 040 3388 9898	2 LPA	57
21	2020-2021	K.SASHIKUMAR	IV YEAR BPHARM	2021	MEDPLUS HEALTH SERVICES PVT LTD 040 6600 7700	2.16 LPA	58
22	2020-2021	K.KASHIVISHWANATH	IV YEAR BPHARM	2021	SDS PATHOLOGY INDIA PRIVATE LIMITED +91-40-2793458	2.16 LPA	59
23	2020-2021	K.SRIKANTH	IV YEAR BPHARM	2021	SDS PATHOLOGY INDIA PRIVATE LIMITED +91-40-27903458	2.16 LPA	60
24	2020-2021	M.SNEHALATHA	IV YEAR BPHARM	2021	DR REDDYS LABORATORIES 040-3488 3488	3.2 LPA	61
25	2020-2021	M.KAVERI	IV YEAR BPHARM	2021	AQUITY SOLUTIONS INDIA PRIVATE LIMITED 040 46120700	4.2 LPA	62
26	2020-2021	M.PARIMALA	IV YEAR BPHARM	2021	OPTIMUS DRUGS PRIVATE LIMITED 040 3388 9898	2 LPA	63
27	2020-2021	M.MANISHA	IV YEAR BPHARM	2021	VEE TECHNOLOGIES PRIVATE LIMITED 8023085600	2 LPA	64-65
28	2020-2021	P.SWETHA	IV YEAR BPHARM	2021	OPTUM GLOBAL SOLUTIONS 040 30852500	3 LPA	66-68
29	2020-2021	P.PRIYANKA	IV YEAR BPHARM	2021	AUROBINDO PHARMA LIMITED 040 6672 5000	1.8 LPA	69-72



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30	2020-2021	G.ROOPA DEVI	IV YEAR BPHARM	2021	ADROIT GLOBAL PERSONNEL SERVICES PRIVATE LIMITED 040 6677 2202	3 LPA	73-74
31	2020-2021	R.JASHWANTH	IV YEAR BPHARM	2021	SDS PATHOLOGY INDIA PRIVATE LIMITED +91-40-27903458	2.16 LPA	75
32	2020-2021	D.SINDHU	IV YEAR BPHARM	2021	AQUITY SOLUTIONS INDIA PRIVATE LIMITED 04046120700	4.2 LPA	76
33	2020-2021	K.KHUSRO ALI	IV YEAR BPHARM	2021	MEDPLUS HEALTH SERVICES PVT LTD 040 6600 7700	2.16 LPA	77
34	2020-2021	R.AKSHARA	IV YEAR BPHARM	2021	ADROIT GLOBAL PERSONNEL SERVICES PRIVATE LIMITED 040 6677 2202	3 LPA	78-79
35	2020-2021	G.GANESH	IV YEAR BPHARM	2021	OPTIMUS DRUGS PRIVATE LIMITED 040 3388 9898	2 LPA	80
36	2020-2021	M.VINOD	IV YEAR BPHARM	2021	AUROBINDO PHARMA LIMITED 040 6672 5000	1.8 LPA	81-84
37	2020-2021	D.SHIVA BHAVANI	IV YEAR BPHARM	2021	SRG PHARMA 040-35625763	2.71 LPA	85
38	2020-2021	M.MANASA	IV YEAR BPHARM	2021	SRG PHARMA 040-35625763	2.75 LPA	86
39	2020-2021	M.NAWAZUDDIN	IV YEAR BPHARM	2021	SRG PHARMA 040-35625763	2.75 LPA	87
40	2020-2021	G.NACHIKETH	IV YEAR BPHARM	2021	SDS PATHOLOGY INDIA PRIVATE LIMITED +91-40- 27903458	2.16 LPA	88
41	2020-2021	A.RAMYA	IV YEAR BPHARM	2021	OPTIMUS DRUGS PRIVATE LIMITED 040 3388 9898	2 LPA	89
42	2020-2021	E.GRESHMA	IV YEAR BPHARM	2021	OPTIMUS DRUGS PRIVATE LIMITED 040 3388 9898	2 LPA	90
43	2020-2021	S.SHIRISHA	IV YEAR BPHARM	2021	OPTIMUS DRUGS PRIVATE LIMITED 040 3388 9898	2 LPA	91
44	2020-2021	B.NAGENDRA BABU	IV YEAR BPHARM	2021	SDS PATHOLOGY INDIA PRIVATE LIMITED +91-40-27903458	2.16 LPA	92
45	2020-2021	SIRROOR THUKARAM	IV YEAR BPHARM	2021	SPY HEALTH PRIVATE LIMITED 9602095871	2.2 LPA	93-95



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46	2020-2021	B.RUKMINI	VI YEAR PHARM-D	2021	PRIMERA MEDICAL TECHNOLOGIES 040 6600 7700	2.75 LPA	96-98
47	2020-2021	C.SWATHI	VI YEAR PHARM-D	2021	THE PHARMA RESEARCH 9985548055	3 LPA	99
48	2020-2021	G.SHARANYA	VI YEAR PHARM-D	2021	THE PHARMA RESEARCH 9985548055	3 LPA	100
49	2020-2021	H.SNEHALATHA	VI YEAR PHARM-D	2021	OPTIMUS DRUGS PRIVATE LIMITED 040 3388 9898	2 LPA	101
50	2020-2021	K.ARUN KUMAR	VI YEAR PHARM-D	2021	PRIMERA MEDICAL TECHNOLOGIES 040 6600 7700	2.75 LPA	102-104
51	2020-2021	P.SAIPRIYA	VI YEAR PHARM-D	2021	THE PHARMA RESEARCH 9985548055	3 LPA	105
52	2020-2021	CH VAISHNAVI DURGA	VI YEAR PHARM-D	2021	THE PHARMA RESEARCH 9985548055	3 LPA	106
53	2020-2021	B.SAHITHI	VI YEAR PHARM-D	2021	OPTIMUS DRUGS PRIVATE LIMITED 040 3388 9898	2 LPA	107
54	2020-2021	D.CHINMAI	VI YEAR PHARM-D	2021	PRIMERA MEDICAL TECHNOLOGIES 040 6600 7700	2.75 LPA	108-110
55	2020-2021	B.NIKITHA	VI YEAR PHARM-D	2021	THE PHARMA RESEARCH 9985548055	3 LPA	111
56	2020-2021	D.SAIMOHAN	VI YEAR PHARM-D	2021	OPTUM GLOBAL SOLUTIONS 040 30852500	3 LPA	112-114
57	2020-2021	K.SHIVA KRISHNA	VI YEAR PHARM-D	2021	VEE TECHNOLOGIES PRIVATE LIMITED 8023085600	2 LPA	115-116
58	2020-2021	K.LAVANYA	VI YEAR PHARM-D	2021	VEE TECHNOLOGIES PRIVATE LIMITED 8023085600	2 LPA	117-118
59	2020-2021	L.KARUNAKARAN	VI YEAR PHARM-D	2021	OPTIMUS DRUGS PRIVATE LIMITED 040 3388 9898	2 LPA	119



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60	2020-2021	K.SRUTHI	VI YEAR PHARM-D	2021	OPTUM GLOBAL SOLUTIONS 040 30852500	3 LPA	102-122
61	2020-2021	K.MANOJ KUMAR	VI YEAR PHARM-D	2021	VEE TECHNOLOGIES PRIVATE LIMITED 802308560	2 LPA	123-124
62	2020-2021	K.AKHILA GOUD	VI YEAR PHARM-D	2021	OPTUM GLOBAL SOLUTIONS 040 30852500	3 LPA	125-127
63	2020-2021	MALVIKA THAKUR	VI YEAR PHARM-D	2021	THE PHARMA RESEARCH 9985548055	3 LPA	128
64	2020-2021	ANISH KUMAR DAS	VI YEAR PHARM-D	2021	NOVO NORDISK 9866741474	5.5 LPA	129
65	2020-2021	M.RAGHUVARDHAN	VI YEAR PHARM-D	2021	OPTUM GLOBAL SOLUTIONS 040 30852500	3 LPA	130-132
66	2020-2021	S.SAIPRASAD	VI YEAR PHARM-D	2021	OPTIMUS DRUGS PRIVATE LIMITED 040 3388 9898	2 LPA	133
67	2020-2021	R.USHA RANI	VI YEAR PHARM-D	2021	THE PHARMA RESEARCH 9985548055	3 LPA	134
68	2020-2021	N.HEERANMAI	VI YEAR PHARM-D	2021	THE PHARMA RESEARCH 9985548055	3 LPA	135
69	2020-2021	ABDUL FAHEEM	VI YEAR PHARM-D	2021	HERON HEALTH PRIVATE LIMITED 07124971100	4.2 LPA	136-142
70	2020-2021	CH ANISHA	VI YEAR PHARM-D	2021	PRIMERA MEDICAL TECHNOLOGIES 040 6600 7700	2.75 LPA	143-145
71	2020-2021	B.DIVYA	II YEAR M-PHARM	2021	AUROBINDO PHARMA LIMITED 040 6672 5000	1.8 LPA	146-149
72	2020-2021	S.HARIKA	II YEAR M-PHARM	2021	MEDPLUS HEALTH SERVICES PVT LTD 040 6700 6700	1.8 LPA	150
73	2020-2021	C.BALAKRISHNA	II YEAR M-PHARM	2021	SHAKYA HR SOLUTIONS PRIVATE LIMITED 9849984757	2 LPA	151
74	2020-2021	D.SRISHILAM	II YEAR M-PHARM	2021	SHAKYA HR SOLUTIONS PRIVATE LIMITED 9849984757	2 LPA	152



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75	2020-2021	K.SINDHU	II YEAR M-PHARM	2021	KVB STAFFING SOLUTIONS PRIVATE LIMITED 8882522858	2 LPA	153
76	2020-2021	K.RAMA KRISHNA REDDY	II YEAR M-PHARM	2021	MEDPLUS HEALTH SERVICES PVT LTD 040 6700 6700	1.8 LPA	154
77	2020-2021	N.SRAVANTHI	II YEAR M-PHARM	2021	DST WORLDWIDE SERVICES INDIAPRIVATE LIMITED 9866474894	2.5 LPA	155
78	2020-2021	K.KIRANMAI	II YEAR M-PHARM	2021	OMICS INTERNATIONAL PVT LTD 040 3343 2400	4.8 LPA	156
79	2020-2021	G.SATYAVATHI	II YEAR M-PHARM	2021	AUROBINDO PHARMA LIMITED 040 6672 5000	1.8 LPA	157-160
80	2020-2021	VAISHALI CHAVAN	II YEAR M-PHARM	2021	DST WORLDWIDE SERVICES INDIAPRIVATE LIMITED 9866474894	2.5 LPA	161
81	2020-2021	G.KRISHNA	II YEAR M-PHARM	2021	SDS PATHOLOGY INDIA PRIVATE LIMITED +91-40-27903458	2.16 LPA	162
82	2020-2021	K.SINDHUJA	II YEAR M-PHARM	2021	SDS PATHOLOGY INDIA PRIVATE LIMITED +91-40-27903458	2.16 LPA	163
83	2020-2021	L.PRABHAKAR REDDY	II YEAR M-PHARM	2021	AUROBINDO PHARMA LIMITED 040 6672 5000	1.8 LPA	164-167
84	2020-2021	N.ALAVELU	II YEAR M-PHARM	2021	DST WORLDWIDE SERVICES INDIAPRIVATE LIMITED 9866474894	2.5 LPA	168
85	2020-2021	Y.KALPANA	II YEAR M-PHARM	2021	DST WORLDWIDE SERVICES INDIAPRIVATE LIMITED 9866474894	2.5 LPA	169



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MSN Laboratories Private Limited

MSN House, Plot No.: C-24,
Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pincode: 500018. India.

CIN: U24239TG2003PTC041583

Phone: +91-40-30438600 Fax: +91-40-30438798

September 08, 2021

Mr. Panjala Raghavendra Goud

S/o Panjala Anjaneyulu Goud

Hno:-1-138

Shivalayam Street

Nalgonda 508126

Mobile No: 9398070237

Dear Mr. Panjala Raghavendra Goud,

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 Regulatory Affairs-Formulations Department based at MSN Laboratories Private Limited - R&D Center Location.

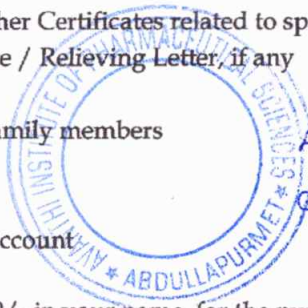
2. Remuneration:

Detailed compensation structure as Total Cost to Company Rs.180000/- 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
- Aadhaar 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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Name: Panjala Raghavendra Goud

15. 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.
16. 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 clause 2 of this letter of Offer and Appointment Letter, 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 will continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You will not be entitled to engage in any other employment, work or business during the notice period.
17. Any breach of the Company's regulations/policies, failure to attain or maintain a satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and Disciplinary action will be initiated accordingly as per the Company regulations / policies.
18. Jurisdiction: Any disputes arising out of and /or related to your employment with the Company shall be subject to Hyderabad City Jurisdiction.


Acknowledgement for the Acceptance of the Offer and Appointment Letter

I read & understand all Terms & Conditions relating to my Offer and Appointment Letter and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

Signature: _____




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Date _____

September 08, 2021

Annexure-I

Mr.Panjala Raghavendra Goud
Designation: Junior Executive-Trainee
Grade : G01
Department: Regulatory Affaires-Formulations

TOTAL COST TO COMPANY


All figures in INR

Salary Components	Per Month	Per Annum	Payment Frequency
A. Monthly Salary			
Basic Pay	10000	120000	Monthly
House Rent Allowance	1988	23852	Monthly
Education Allowance	0	0	Monthly
Minimum Guaranteed Bonus	0	0	Monthly
Statutory Bonus (Advance Payout)	700	8400	Monthly
A - Monthly Gross Total	12688	152252	
B. Statutory Benefits			
PF (Employer Contribution)	1200	14400	Monthly
ESI (Employer Contribution)	412	4948	Monthly
Bonus / Ex-gratia	700	8400	Annual
B - Statutory Benefits Total	2312	27748	
C. Fixed Total Cost to Company (A+B)	15000	180000	
D. Gratuity (As per the Gratuity Act, 1972)	481	5772	
Total Cost to Company (C+D)	15481	185772	


Apart from the above, you are also eligible for following Benefits as per the Company Policy.

1. Coverage under Group Personal Accident Policy
2. Coverage under Group Term Life Insurance Policy
3. You will be Covered Under ESIC Insurance Scheme

For MSN Laboratories Private Limited


P Narsimha Rao
Senior Vice President - Group HR




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 R.R. Dist. Telangana.

Date: 09-Sep-2021
Ref: APL/Unit/HR/Offer/2020
Mr. Pretom Chakraborty

Dear Mr. Pretom Chakraborty,

Letter of Offer

With reference to your application and subsequent interview you had with us, we are pleased to advise you that you have been selected for the position of **Trainee - Production (Injectable)_UNIT - IV** in **Aurobindo Pharma Limited, UnitIV, Plot No.4 in Sy. No.151 and Plot Nos.34 to 48 in Sy. Nos. part of 146, 150, 151, 152, 153 and 154 situated in Phase III, APIIC, EPIP, IDA, Pashamylaram, Patancheru Revenue Mandal , Medak District 502 307, Telangana** on the terms and conditions as agreed by you at the time of interview and that are mentioned in Annexure - I.

You are advised to join on or before **15-Sep-2021**. You are advised to report at our Aurobindo Pharma Limited, UnitIV, Plot No.4 in Sy. No.151 and Plot Nos.34 to 48 in Sy. Nos. part of 146, 150, 151, 152, 153 and 154 situated in Phase III, APIIC, EPIP, IDA, Pashamylaram, Patancheru Revenue Mandal , Medak District 502 307, Telangana by 09:30 AM, to complete your joining formalities. Please note joining formalities will be taken either on **Monday, Wednesday or Friday** in any week.

While joining, you are advised to submit the following for our verification and records:

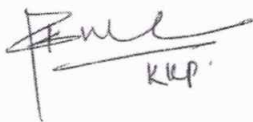
- Copies of certificates (including mark sheets) along with originals, for proof of age, educational qualifications, conduct etc.
- Independent references with phone Nos-Other than relatives.
- Passport size photographs – 08 Nos, stamp size photograph-02 Nos.
- Blood grouping certificate and medical fitness certificate- Original
- Copy of PAN card & Aadhar Card
- Recent Post card size colour photograph with family – full scape – 02 Nos for submitting the same to ESI (Family means Employee, spouse, children and dependent parents)

The regular appointment order will be issued at the time of your joining.

In case you do not join us by the stipulated time, this offer will be withdrawn at the sole discretion of management.

Please confirm your date of joining by e-mail Id: hr@aurobindo.com

For **AUROBINDO PHARMA LIMITED**,



KIRAN KUMAR P
DEPUTY GENERAL MANAGER-HUMAN RESOURCES

(CIN : L24239TG1986PLC015190)

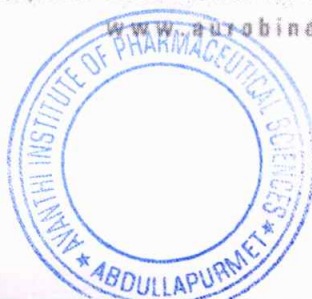
AUROBINDO PHARMA LIMITED

PAN No. AABCA7366H

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 4059

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

www.aurobindo.com

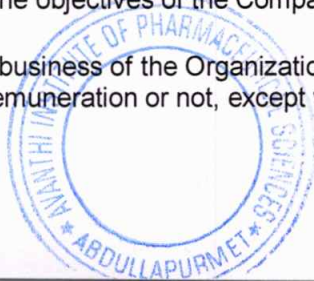


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Annexure – I


1. You will be under training for a period of one year from the date of your joining. You will be paid an amount of **Rs. 16,000** /- per Month. As a Trainee, you will not be entitled to any other benefits or privileges that are applicable to the other categories of employees.
2. On successful completion of the training period, you will be on probation for a period of six months. Be it clearly understood and agreed that as a trainee or as a probationer, you will not have any lien or right on the regular employment either during the initial or the extended period of training or probation.
3. If your performance and conduct are not satisfactory, the training or probationary period will be extended or dispensed away during the initial or at the extended period of training or probation, purely at the discretion of the Management. Unless otherwise informed to you in writing, the probation period may deem to have completed successfully.
4. The training that will be imparted to you involves considerable expenditure, both direct and indirect, financial and unliquidated. The training substantially improves your professional standing since considerable expenditure is incurred by the Company as an investment and hence the Company expects a commitment from you to serve the Company. 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 and without taking up employment with any other Company.
5. It is agreed and promised by you that, you shall enter into an Employment Agreement with the Company, to serve the Company for a minimum guaranteed period of three years and six months from the date of joining, out of which you being as a trainee, as a probationer and as confirmed employee. The Employment Agreement, which you entered with the Company is accepted and agreed by you voluntarily without any duress.
6. By accepting the employment agreement with the Company, you agree and acknowledge that any breach of agreement by you would lead to irreparable productivity and financial loss to the Company, for which the Company shall recover the damages from any amounts that are payable to you by the Company and further you may tend to lose lien on certain benefits as per the applicable laws.
7. You are governed by the following clauses, in case you breach of the terms and conditions of the Employment Agreement:
 - a. If you fail to complete the first two years of employment, you shall pay a compensation of Rs. 1,00,000/- (Rupees one lakh only) towards cost of training and liquidated damages,
 - b. If you fail to serve the remaining period, you shall pay to the Company a compensation of Rs.60,000/- (Rupees sixty thousand only) towards cost of training and liquidated damages.
8. You shall produce two Sureties or Guarantors for the minimum guaranteed period of three years and six months with an absolute and unrestricted right to recover the compensation as per Clause No.7, in case you fail to compensate the said amounts towards breach of agreement.
9. 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 training / probation / confirmation shall be terminated forthwith without any notice and further appropriate legal proceedings will be initiated.
10. 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.
11. You shall discharge such duties as may be entrusted to you from time to time by the Management.
12. You shall be governed by the Leave Rules of the Company and shall abide by the rules and regulations as well as Certified Standing Orders that are applicable to the establishment.
13. You shall work with high standards of discipline, initiative, efficiency and economy in the department or section, wherever you are posted and strive for achieving the objectives of the Company.
14. You shall devote your whole time to the business of the Organization and shall not undertake any other business or work, either directly or indirectly, whether on remuneration or not, except with written permission of the Management.



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R.R. Dist. Telangana.

15. You shall not divulge to anyone, particulars or details of the manufacturing/quality processes, technical know-how, product portfolio, on-going projects, future projects, marketing strategies, sales promotions plans, security arrangements, or of administrative and / or organization matters, by any means of communication, whether of confidential or not, that may become known / accessible to you for being associated with the Company.
16. The Company reserves the right to depute you for a limited period or transfer you on permanent basis to any other section / department / unit / location of the Company or its subsidiary companies that exists or may come up in future within the territory of India in your capacity for which you may be found fit and suitable, without reducing your existing benefits.
17. "Current Good Manufacturing Practices (cGMPs) are regulations (laws), established by respective countries and are being monitored by their agencies, which are similar and applicable across the world. Hence, it is a mandatory responsibility of all the pharmaceutical manufacturers to establish these principles into their routine operations and ensure that a drug is safe, correctly identified, of right strength, has the purity and has the overall Quality it claims. The cGMPs exists to protect patients from dangerous, adulterated and counterfeit drugs. It is important to note that, the product that has not been manufactured according to cGMPs is considered as Adulterated Drug, even it meets all specifications. Failing to comply with cGMPs has severe implications on the Organization with respect to legal compliance, customer/ partner relations, stock holdings, reputation in the global market and in fact its existence in the market.
 - a. Non-compliance of cGMP procedures/ practices knowingly shall be considered as betrayal and breach of integrity.
 - b. Any individual fails to comply with this commitment shall be liable to a very severe disciplinary action by the Company including termination of services, based on the facts and circumstances of the case.
 - c. This clause is applicable to the employees operating in cGMP areas.
18. You shall adhere to Quality Policy and Environment, Health & Safety (EHS) Policy of the Company in true spirit without any deviations.
19. Any absence from the duty without prior written sanction and/or permission from the respective reporting superior/s shall be considered as 'Un-authorized Absence' and attracts appropriate disciplinary action.
20. At the time of leaving the services of the Company, upon completion of eligible period of service for Gratuity payment, you are required to comply with all requirements prescribed in this regard including Claim Form to be submitted to HR, in order to receive the Gratuity on time
21. Any unauthorized absence for more than 7 (seven) consecutive working days shall be construed that you voluntarily abandoned your services and your name from the Company's muster rolls will be deleted putting an end to the employee and employer relationship and you will lose lien on employment, without prejudice to the rights of the Company.
22. You shall keep the Company informed of your postal address, telephone/mobile number, e-mail or any other means of communication including changes that may occur during the period of your association with the Company. Any communication sent to the last informed address is deemed as final and served.
23. The Company shall reimburse Relocation Charges / Notice Pay to you, which is mutually agreed / as per Policy, during interview process, subject to production of relevant supporting documents and the same shall be claimed within 3 (three) months from the date of formal joining. In case you leave the services of the Organization within a period of two years, the Company has a right to recover the same from the amounts payable to you.
24. In case you take any financial loan / salary advance from the Company and fail to repay the same as agreed during the period of your association with the Company, you along with Sureties, as applicable, shall be liable for appropriate legal proceedings as per the agreements you entered with the Company.
25. Notwithstanding any of the clauses mentioned herein, the Management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.



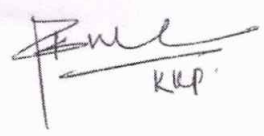

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R.R. Dist. Telangana.

- 26. Your services shall be terminable with three month's prior notice in writing on either side or three months' Notice Pay in lieu thereof.
- 27. You will be retired from the services of the Company on attainment of 58 years of age
- 28. 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.
- 29. Your attention is drawn to the 'Code of Conduct for dealing in shares of the Company' formulated as per the requirements of SEBI (Prohibition of Insider Trading) Regulations, 2015. As per the Code, all types of dealings in the shares of the Company are subject to pre-clearance and violation of the same will lead to imposing of penalties and / or other disciplinary action by the Company and also by SEBI. Further, you are required to disclose your shareholdings in the Company held by you or your immediate relative(s) as soon as you join the Company in Annexure-5 of the said Code. You may please refer to the Code or may contact Compliance Officer at cs@aurobindo.com or ig@aurobindo.com.
- 30. The appropriate Courts of Law situated in Hyderabad / Secunderabad shall alone have exclusive jurisdiction to try any disputes arising out of this contract of employment.

You are required to return the copy of this Letter of Offer along with Annexure-I duly signed by you as a token of your acceptance of all the terms and conditions.

We welcome you to Aurobindo family and wish you a happy and rewarding career with us.

For AUROBINDO PHARMA LIMITED,




**KIRAN KUMAR P
DEPUTY GENERAL MANAGER-HUMAN RESOURCES**

DECLARATION

I have read and clearly understood all the terms and conditions mentioned in the Offer Letter along with Annexure-I. I hereby accept the offer and all the terms and conditions as stated above in toto.

Date:

Signature:

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Gunthapally (V), Abdullapurmet (M);
R.R. Dist. Telangana.**

October 23,2021

Mohammed Nazmeen

Hyderabad.

Offer Letter

Dear Nazmeen
Congratulations!

Congratulations! We are pleased to offer you the position of **Trainee Process Associate** at AGS Health Private Limited.

Your annual cost to company (CTC) would be **₹168000**, In addition to this, you will also be eligible for a performance based incentive up to **₹114000 per annum**, to be paid as per the Company's incentive policy, after your successful completion of On the Job Training (OJT) which will vary from process to process. Annexure A contains the break-up of your compensation package.

Your base location will be at Hyderabad. You will be required to work in any of our office locations and such locations are subject to change at the discretion of the company. Further, you agree and understand that depending on the business requirements of the company, you may be asked to change your project/process and you may be asked to work in different shift timings

We request you to join us on or before **October 25, 2021**. Please note that this appointment is subject to satisfactory completion of background verification and other joining formalities.

You would be provided with an appointment letter along with the Terms and Conditions of Employment upon your joining. We look forward to you joining us.

AGS Health treats Information Security Compliance with paramount importance. As a candidate seeking employment with AGS Health, it is imperative that you adhere to the Information Security policy guidelines in vogue. You would be briefed about the guidelines at the time of joining.


Please do not hesitate to call us for any information you may need. Please sign the duplicate of this offer letter as your acceptance and forward the same to us.

Sincerely,



Kiran Guntur
Executive Director – Human Resources




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Gunthapally (V), Arduvallapurmet (M),
R.R. Dist. Telangana.

Acceptance of Invite:

I accept the terms and conditions of this offer letter and the attached annexures, and agree to be legally bound by the same.

Signature: _____

Date: _____

1. The compensation matrix may differ as per prevailing market indices of the base location (i.e. where you will be based out of and will work for AGS Health).

2. At the time of joining, please bring all the documents as mentioned in the Joining Checklist (Annexure B).

Annexure A:

CONFIDENTIAL

	Monthly ₹	Annual ₹
CTC		
Base Salary + Retirals	14,000	168,000
Base Salary + Retirals + incentive (See Note below)	23,500	282,000

Base Salary		
Basic Salary	6,500	78,000
Statutory Bonus	1,400	16,800
Sundry Allowance	4,590	55,080
Gross Salary	12,490	149,880

Retirals and Insurance		
Provident Fund (Employer)	780	9,360
Gratuity	313	3,752
Health Insurance	417	5,004
Retirals Total	1,510	18,120

Performance Incentive		
Monthly Performance incentive (See note Below)	9,500	114,000

* includes city compensatory allowance.

Note:

Performance incentive is paid based on company's incentive policy. You have potential to earn maximum of Rs.9,500 per month based on achievement of certain key performance and quality metrics as per the incentive policy applicable for different processes. The targets and actual performance (production and quality) are measured using tracking tools and are available for the agents to view online.

Signature:

Date:



[Handwritten Signature]
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R.R. Dist. Telangana.

DATE :20/08/2021

Offer Letter

Mr. Rajesh Kumar Mishra
Itva
Shivnagar, Ward No/10, School Sihol
Darbhanga Bihar - 847201

Dear Rajesh Kumar Mishra,

We are delighted to offer you the position of **Senior Executive - B II** in our **Quality, Formulation** team at Cipla based in **Goa, Unit -7B**. You will be assigned a role of **"Junior Team Member - QC"**.

Post your interactions with our leaders at Cipla, we believe that you have the qualifications for a great career with us. At Cipla, we are committed towards **Caring for Life**. By joining Cipla you will be assured of working with fine individuals in an excellence focused and innovation driven environment.

The complete break up of your current cost to company is attached in Annexure A of this letter. *You shall also be entitled to various benefits of the Company as applicable including Leave, Health Insurance, Travel expenses etc.*

This offer is subject to you clearing the medical examination and reference check successfully.

Kindly confirm your acceptance in the next 3 days. You are expected to join us on or before **29/05/2021**.


We welcome you to Cipla family!

For Cipla Ltd



Vinay Kumar Bassi
Head HR - Operations

Cipla Ltd. Regd. Office Cipla House, Peninsula Business Park, Ganpatro Kadam Marg, Lower Parel, Mumbai-400 013
Phone +91 22 24826000 Fax +91 22 24826120 E-mail contactus@cipla.com Website www.cipla.com
Corporate Identity Number L24239MH1935PLC002380



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R.R. Dist. Telangana.

10,
Mr. Pranay Kumar Reddy
S/o Narasimha Reddy
HNO :30-642,
City/village:LB Nagar
Mandal: Hyderabad
District:Hyderabad-501505
State:Telangana

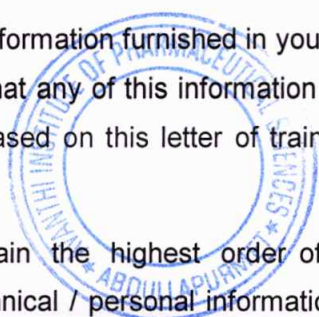
Date:03.08.2021,

Sub : Letter for Training

We extend to you our warmest welcome to our family of Divi's Laboratories Limited.

With reference to your application and discussions had with you , we are pleased to offer you a one-year training in QC Department, at Unit-2, situated at Chippada Village, Bhemmunipatnam Mandal, Visakhapatnam District on the following terms and conditions.

1. You will be on training for a period of one year from the date of reporting as a trainee and you will be paid a stipend of Rs.15000/- per month during your training period.
2. After submit / verification of your B.Pharmacy provisional certificate you will be paid a stipend of Rs.16000/- per month from the 1st of the following month.
3. You will be required to undergo pre-training medical check-up as this offer is subject to your medical fitness and you will be required to undergo periodical medical check-ups during your training period. Your training will be terminated , if you are not found medically fit.
4. Training is given at any one of the departments, branches & manufacturing units of the organization, depending on the requirement at the sole discretion of management. If required, you may be asked to undergo training in shifts as well.
5. You shall be liable to be transferred/posted to any location, department & unit of the organization, depending on the requirement for training. Upon such transfer, you will automatically be governed by the service conditions, rules, regulations and other terms as applicable at such new place.
6. If you intend to discontinue your training during the training period, you have to give three months prior notice in writing or return three months stipend in lieu thereof, which may be modified from time to time and the same will be notified.
7. After completing your training, the organization, at its sole discretion, may or may not offer employment and no trainee shall have the right to demand absorption in employment of the organization.
8. You are entitled to seven casual and five sick leaves during your training period . You will also be covered under ESI act, 1948.
9. This offer of training is based on the information furnished in your application. If, at any given time, it comes to the knowledge of the management that any of this information is incorrect or any relevant information has been suppressed, then your training based on this letter of training, is liable to be terminated, without any notice or any stipend in lieu thereof.
10. You are required at all times to maintain the highest order of discipline and secrecy as regards the training of the organization. Any of technical / personal information, which might come into your possession during continuance of your training in the organization, shall not be disclosed, divulged or made public by you



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practices, which are subject to change from time to time.

12. You shall forthwith intimate any change in your residential address as and when any change takes place.
13. Your training is liable for termination at any time without notice or enquiry, if you are found indulging in any misconduct.
14. Your progress in training is reviewed from time to time and if found unsatisfactory, your training will be terminated without notice.
15. You are required to submit the following at the time of joining
 - a. For verification purpose, we need your original certificates of S.SC, Inter, & B.Pharmacy and photo copies of the same.
 - b. Four passport size color photographs.
 - c. Four copies of post card size black & white group photo of yours along with your dependent parents, and your spouse & children if married.
 - d. Photo copies of Aadhaar & PAN cards of yours along with your father, mother, spouse and children, if Married.
 - e. Photo copy of SBI savings bank account passbook.
 - f. Your name, date of birth, father name should be the same in Aadhaar card as in your SSC mark list
 - g. Get tested RT PCR test for covid-19 and submit the report at the time of joining for duty.
 - h. If available in your area, you may get vaccination at least 1st dose for covid -19.

In case the terms and conditions of training stated above are acceptable to you, please sign this letter in token of you having understood and having accepted the same and shall submit before you join for training.

You shall join training within a week after completion of your final year examination including practical's, provided if you cleared all the subjects in previous examinations. You may bring marks memo's as a proof of passed previous examinations at the time of joining.

We take this opportunity to welcome you to the organization and wish you good luck.

Yours sincerely,

For DIVI 'S LABORATORIES LTD

K.SUBBA RAO

GENERAL MANAGER (P&A)

ACCEPTANCE

I understand the contents of offer of training and I hereby accept the terms and conditions mentioned there in.

Signature: _____

Road Map : Vizag to Tagarapuvalasa - Bus available. Tagarapuvalasa to Chippada - Autos available.

☎ :08922 248917/927




Date: _____
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Guntur (V), Abdullapurmet (M),
R.R. Dist. Telangana.

October 23,2021

Sindhuja Reddy
Hyderabad.

Offer Letter

Dear Sindhuja Reddy,

Congratulations!

Congratulations! We are pleased to offer you the position of **Trainee Process Associate** at AGS Health Private Limited.

Your annual cost to company (CTC) would be ₹168000, In addition to this, you will also be eligible for a performance based incentive up to ₹114000 per annum, to be paid as per the Company's incentive policy, after your successful completion of On the Job Training (OJT) which will vary from process to process. Annexure A contains the break-up of your compensation package.

Your base location will be at Hyderabad. You will be required to work in any of our office locations and such locations are subject to change at the discretion of the company. Further, you agree and understand that depending on the business requirements of the company, you may be asked to change your project/process and you may be asked to work in different shift timings

We request you to join us on or before **October 25, 2021**. Please note that this appointment is subject to satisfactory completion of background verification and other joining formalities.

You would be provided with an appointment letter along with the Terms and Conditions of Employment upon your joining. We look forward to you joining us.

AGS Health treats Information Security Compliance with paramount importance. As a candidate seeking employment with AGS Health, it is imperative that you adhere to the Information Security policy guidelines in vogue. You would be briefed about the guidelines at the time of joining.

Please do not hesitate to call us for any information you may need. Please sign the duplicate of this offer letter as your acceptance and forward the same to us.

Sincerely,



Kiran Guntur
Executive Director – Human Resources

Acceptance of Invite:

I accept the terms and conditions of this offer letter and the attached annexures, and agree to be legally bound by the same.

Signature:

Date:

1. The compensation matrix may differ as per prevailing market indices of the base location (i.e. where you will be based out of and will work for AGS Health).

2. At the time of joining, please bring all the documents as mentioned in the Joining Checklist (Annexure B).

AGS Health Private Limited, 4 Canal Bank Road, Chennai 600 113, India
P: +91 44 4510 4520 | F: +91 44 4510 4521



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Annexure A:

CONFIDENTIAL

	Monthly ₹	Annual ₹
CTC		
Base Salary + Retirals	14,000	168,000
Base Salary + Retirals + incentive (See Note below)	23,500	282,000

Base Salary		
Basic Salary	6,500	78,000
Statutory Bonus	1,400	16,800
Sundry Allowance	4,590	55,080
Gross Salary	12,490	149,880

Retirals and Insurance		
Provident Fund (Employer)	780	9,360
Gratuity	313	3,752
Health Insurance	417	5,004
Retirals Total	1,510	18,120

Performance Incentive		
Monthly Performance incentive (See note Below)	9,500	114,000

* includes city compensatory allowance.

Note:

Performance incentive is paid based on company's incentive policy. You have potential to earn maximum of Rs.9,500 per month based on achievement of certain key performance and quality metrics as per the incentive policy applicable for different processes. The targets and actual performance (production and quality) are measured using tracking tools and are available for the agents to view online.

Signature:



Date:

[Handwritten Signature]

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	Monthly ₹	Annual ₹
Base Take Home (pre-tax)		
Gross Salary	12,490	149,880
PF (Employee)	780	9,360
ESI (Employee)	94	1,124
Take Home (pre-tax)	11,616	139,396

October 23,2021

S.Pravalika
Hyderabad.

Offer Letter

Dear S.Pravalika ,

Congratulations!

Congratulations! We are pleased to offer you the position of **Trainee Process Associate** at AGS Health Private Limited.

Your annual cost to company (CTC) would be **₹168000**, In addition to this, you will also be eligible for a performance based incentive up to **₹114000 per annum**, to be paid as per the Company's incentive policy, after your successful completion of On the Job Training (OJT) which will vary from process to process. Annexure A contains the break-up of your compensation package.

Your base location will be at Hyderabad. You will be required to work in any of our office locations and such locations are subject to change at the discretion of the company. Further, you agree and understand that depending on the business requirements of the company, you may be asked to change your project/process and you may be asked to work in different shift timings

We request you to join us on or before **October 25, 2021**. Please note that this appointment is subject to satisfactory completion of background verification and other joining formalities.

You would be provided with an appointment letter along with the Terms and Conditions of Employment upon your joining. We look forward to you joining us.

AGS Health treats Information Security Compliance with paramount importance. As a candidate seeking employment with AGS Health, it is imperative that you adhere to the Information Security policy guidelines in vogue. You would be briefed about the guidelines at the time of joining.


Please do not hesitate to call us for any information you may need. Please sign the duplicate of this offer letter as your acceptance and forward the same to us.

Sincerely,



Kiran Guntur
Executive Director – Human Resources




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PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M).
R.R. Dist. Telangana.

Acceptance of Invite:

I accept the terms and conditions of this offer letter and the attached annexures, and agree to be legally bound by the same.

Signature: _____

Date: _____

1. The compensation matrix may differ as per prevailing market indices of the base location (i.e. where you will be based out of and will work for AGS Health).

2. At the time of joining, please bring all the documents as mentioned in the Joining Checklist (Annexure B).

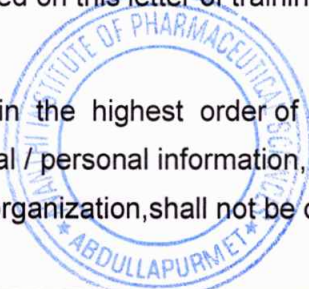
10,
Mr. Bandari Sandeep
 S/o Balraj
 HNO :128,
 City/Village : Hayathnagar,
 Mandal : Hyderabad,
 District : Hyderabad-501505.
 State : Telangana.

Sub : Letter for Training

We extend to you our warmest welcome to our family of Divi's Laboratories Limited.

With reference to your application and discussions had with you , we are pleased to offer you a one-year training in Production Department, at Unit-2, situated at Chippada Village, Bhemmuniapatnam Mandal, Visakhapatnam District on the following terms and conditions.

1. You will be on training for a period of one year from the date of reporting as a trainee and you will be paid a stipend of Rs.15000/- per month during your training period.
2. After submit / verification of your B.Pharmacy provisonal certificate you will be paid a stipend of Rs.16000/ per month from the 1st of the following month.
3. You will be required to undergo pre-training medical check-up as this offer is subject to your medical fitness and you will be required to undergo periodical medical check-ups during your training period. Your training will be terminated , if you are not found medically fit.
4. Training is given at any one of the departments, branches & manufacturing units of the organization, depending on the requirement at the sole discretion of management. If required, you may be asked to undergo training in shifts as well.
5. You shall be liable to be transferred/posted to any location, department & unit of the organization, depending on the requirement for training. Upon such transfer, you will automatically be governed by the service conditions, rules, regulations and other terms as applicable at such new place.
6. If you intend to discontinue your training during the training period, you have to give three months prior notice in writing or return three months stipend in lieu thereof, which may be modified from time to time and the same will be notified.
7. After completing your training, the organization, at its sole discretion, may or may not offer employment and no trainee shall have the right to demand absorption in employment of the organization.
8. You are entitled to seven casual and five sick leaves during your training period . You will also be covered under ESI act, 1948.
9. This offer of training is based on the information furnished in your application . If, at any given time, it comes to the knowledge of the management that any of this information is incorrect or any relevant information has been suppressed, then your training based on this letter of training, is liable to be terminated, without any notice or any stipend in lieu thereof.
10. You are required at all times to maintain the highest order of discipline and secrecy as regards the training of the organization. Any of technical / personal information, which might come into your possession during continuance of your training in the organization, shall not be disclosed, divulged or made public by you even thereafter.



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 ABDULLAPURMET (M)
 R.R. Dist. Telangana

practices, which are subject to change from time to time.

12. You shall forthwith intimate any change in your residential address as and when any change takes place.
13. Your training is liable for termination at any time without notice or enquiry, if you are found indulging in any misconduct.
14. Your progress in training is reviewed from time to time and if found unsatisfactory, your training will be terminated without notice.
15. You are required to submit the following at the time of joining
 - a. For verification purpose, we need your original certificates of S.SC, Inter, & B.Pharmacy and photo copies of the same.
 - b. Four passport size color photographs.
 - c. Four copies of post card size black & white group photo of yours along with your dependent parents, and your spouse & children if married.
 - d. Photo copies of Aadhaar & PAN cards of yours along with your father, mother, spouse and children, if Married.
 - e. Photo copy of SBI savings bank account passbook.
 - f. Your name, date of birth, father name should be the same in Aadhaar card as in your SSC mark list
 - g. Get tested RT PCR test for covid-19 and submit the report at the time of joining for duty.
 - h. If available in your area, you may get vaccination at least 1st dose for covid -19.

In case the terms and conditions of training stated above are acceptable to you, please sign this letter in token of you having understood and having accepted the same and shall submit before you join for training.

You shall join training within a week after completion of your final year examination including practical's, provided if you cleared all the subjects in previous examinations. You may bring marks memo's as a proof of passed previous examinations at the time of joining.

We take this opportunity to welcome you to the organization and wish you good luck.

Yours sincerely,

For DIVI 'S LABORATORIES LTD

K.SUBBA RAO

GENERAL MANAGER (P&A)

ACCEPTANCE

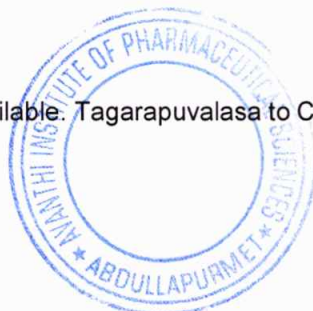
I understand the contents of offer of training and I hereby accept the terms and conditions mentioned there in.

Signature: _____

Date: _____

Road Map : Vizag to Tagarapuvalasa - Bus available. Tagarapuvalasa to Chippada - Autos available.

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Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.

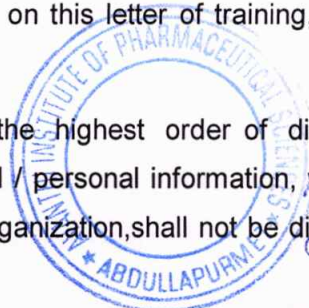
I O,
 Mr. Suraj Raj
 S/o Ramlal Mishra
 HNO : 24/87,
 City/Village : Itwa Shivanagar,
 Post : Biroul, Darbhanga,
 District : Darbhanga -847201.
 State : Bihar.

Sub : Letter for Training

We extend to you our warmest welcome to our family of Divi's Laboratories Limited.

With reference to your application and discussions had with you , we are pleased to offer you a one-year training in QC Department, at Unit-2, situated at Chippada Village, Bhemmunipatnam Mandal, Visakhapatnam District on the following terms and conditions.

1. You will be on training for a period of one year from the date of reporting as a trainee and you will be paid a stipend of Rs.15000/- per month during your training period.
2. After submit / verification of your B.Pharmacy provisional certificate you will be paid a stipend of Rs.16000/- per month from the 1st of the following month.
3. You will be required to undergo pre-training medical check-up as this offer is subject to your medical fitness and you will be required to undergo periodical medical check-ups during your training period. Your training will be terminated , if you are not found medically fit.
4. Training is given at any one of the departments, branches & manufacturing units of the organization, depending on the requirement at the sole discretion of management. If required, you may be asked to undergo training in shifts as well.
5. You shall be liable to be transferred/posted to any location, department & unit of the organization, depending on the requirement for training. Upon such transfer, you will automatically be governed by the service conditions, rules, regulations and other terms as applicable at such new place.
6. If you intend to discontinue your training during the training period, you have to give three months prior notice in writing or return three months stipend in lieu thereof, which may be modified from time to time and the same will be notified.
7. After completing your training, the organization, at its sole discretion, may or may not offer employment and no trainee shall have the right to demand absorption in employment of the organization.
8. You are entitled to seven casual and five sick leaves during your training period . You will also be covered under ESI act, 1948.
9. This offer of training is based on the information furnished in your application . If, at any given time, it comes to the knowledge of the management that any of this information is incorrect or any relevant information has been suppressed, then your training based on this letter of training, is liable to be terminated, without any notice or any stipend in lieu thereof.
10. You are required at all times to maintain the highest order of discipline and secrecy as regards the training of the organization. Any of technical / personal information, which might come into your possession during continuance of your training in the organization, shall not be disclosed, divulged or made public by you even thereafter.



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practices, which are subject to change from time to time.

12. You shall forthwith intimate any change in your residential address as and when any change takes place.
13. Your training is liable for termination at any time without notice or enquiry, if you are found indulging in any misconduct.
14. Your progress in training is reviewed from time to time and if found unsatisfactory, your training will be terminated without notice.
15. You are required to submit the following at the time of joining
 - a. For verification purpose, we need your original certificates of S.SC, Inter, & B.Pharmacy and photo copies of the same.
 - b. Four passport size color photographs.
 - c. Four copies of post card size black & white group photo of yours along with your dependent parents, and your spouse & children if married.
 - d. Photo copies of Aadhaar & PAN cards of yours along with your father, mother, spouse and children, if Married.
 - e. Photo copy of SBI savings bank account passbook.
 - f. Your name, date of birth, father name should be the same in Aadhaar card as in your SSC mark list
 - g. Get tested RT PCR test for covid-19 and submit the report at the time of joining for duty.
 - h. If available in your area, you may get vaccination at least 1st dose for covid -19.

In case the terms and conditions of training stated above are acceptable to you, please sign this letter in token of you having understood and having accepted the same and shall submit before you join for training.

You shall join training within a week after completion of your final year examination including practical's, provided if you cleared all the subjects in previous examinations. You may bring marks memo's as a proof of passed previous examinations at the time of joining.

We take this opportunity to welcome you to the organization and wish you good luck.

Yours sincerely,

For DIVI'S LABORATORIES LTD

K.SUBBA RAO

GENERAL MANAGER (P&A)

ACCEPTANCE

I understand the contents of offer of training and I hereby accept the terms and conditions mentioned there in.

Signature: _____

Date: _____

Road Map : Vizag to Tagarapuvalasa - Bus available. Tagarapuvalasa to Chippada - Autos available.

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17/07/2021

Kaveti Haritha
Hyderabad, Telangana, India

Reg: Offer of employment

Dear **Kaveti**,

We are pleased to offer you the position of **Associate Claims (IND)** at **Carelon Global Solutions India LLP** and your work location will **TG-Hyderabad, H-09 Building, Avance Business Hub, Survey No. 30(P) &, Serilingampalli, Ranga Reddy District**. 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 **₹275,000.00 (Two Lakhs Seventy Five Thousand rupees only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon your acceptance (i) your acceptance of the same within 3 business days; (ii) on confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of **23/07/2021** and at all times thereafter, (iii) the successful verification of your background information; and (iv) you reporting to Carelon Global Solutions India LLP on the Date of Joining. Carelon Global Solutions India LLP 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, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

A one-time joining bonus of **₹25,000.00 (Twenty Five Thousand rupees only)** will be paid upon successful completion of your training/nesting period of 6 months.

At the time of reporting for duty, produce certified true copies of all your credentials as asked for. Your employment with Carelon Global Solutions India LLP will commence from your effective date of joining i.e **23/07/2021** and subject to completion of all joining formalities. You will be also be required to sign an employment agreement and confidentiality agreement with Carelon Global Solutions India LLP on the Date of Joining. Until 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 Carelon Global Solutions India LLP team!

Carelon Global Solutions India LLP

Manyata Embassy Business Park, Floors 6-10, Block Banyan (L1), Outer Ring Road, Nagavara, Bengaluru,
Karnataka - 560 045, India.

www.carelonglobal.com | Ph: +91 80 6955 8400 | GSTIN: 29AAHEL3010G2ZL | LLPIN: AAL-0928 | PAN: AAHEL3010G



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Annexure – A

Associate Name:	Kaveti Haritha		
Designation:	Associate Claims (IND)		
	Component	Per Annum (INR)	Per Month (INR)
Fixed Pay	Basic Salary	₹198,000.00	₹16,500.00
	HRA	₹45,331.72	₹3,777.64
Retirals	Employer's contribution to PF	₹23,760.00	₹1,980.00
	ESI	₹7,908.28	₹659.02
	Gross Pay	₹275,000.00	₹22,916.67
	Total Cost	₹275,000.00	₹22,916.67

Note:

- Carelon Global Solutions India LLP endeavors to protect the health and safety of its employees and officers at all times. In this regard, the company mandates that all its employees are fully vaccinated before they are offered employment with the company. You must hereby declare and provide proof that you have been fully vaccinated as per the requirements of the Government of India. If you have not been fully vaccinated or have not completed at least the first dose of the vaccination process with the second dose planned, you are not eligible to be appointed with the company. Concealment of vaccination status or production of false documentation shall result in immediate termination.
- Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.
- As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your Total Cost.
- Shift Allowance payable based on the shift timing (except general shift).
- Transport deduction is applicable only for associates working in general shifts.
- Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000 /-
- Coverage amount for Personal accident and Term Life Insurance would be 5 times of Total Cost each.
- Notice period will be 3 months.
- Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.

Sincerely,


Mosur K Saisekar

Country Head

Carelon Global Solutions India LLP

Kaveti Haritha

Date: 23/07/2021


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Carelon Global Solutions India LLP

Manyata Embassy Business Park, Floors 6-10, Block Banyan (L1), Outer Ring Road, Nagavara, Bengaluru,
Karnataka - 560 045, India.

www.carelonglobal.com | Ph: +91 80 6955 8400 | GSTIN: 29AAHFL3010G2ZL | LLPIN: AAL-0928 | PAN: AAHFL3010G

OFFER LETTER
PRIVATE & CONFIDENTIAL

29th November 2021
Hyderabad

Dear Padala Sai Sree Megana,

Thank you for your interest in associating with our organization. We are pleased to offer your employment with Spy Health Private Limited.

Congratulations!

You will be designated as Medical Coder and your annual CTC will be Rs: 180000/- per annum (One lakh eighty thousand only).

Your joining date will be **1st November 2021** and your posting will be Spy Health (Hyderabad).

The detailed terms and conditions of your employment are stipulated herein, for your formal acceptance.

1. **Roles & Responsibilities:** Your primary responsibilities will be of Medical Coder in the Coding department. You may be asked by the Organization to fulfil additional duties and tasks as defined from time to time which may or may not be directly associated with your job title. In this role you will be reporting to Manager-Operations.
2. **Confirmation:** You will be on probation for a period of three (3) months from the date of joining and will continue to be so, unless and until you are expressly confirmed in the services of the Organization. The probation period may be extended by management at its sole discretion based on the performance assessment. The Organization reserves the right to extend the probation period in the event that your performance is not up to the expectation
3. **Benefits:** You will be eligible to participate in benefit programs as per Organization's policy
4. **Personal Time Off:** You will be entitled to the leaves as per Organization policy which consists of casual Leave of 12 days. In addition to the same, we have holidays for 10 National/Festive holidays as per the pre-defined holiday calendar. If you are expected to come to work on Sundays then you will have a compensation for the same.
5. **Company reputation:** You agree that you shall not at any time without limitation, publish or communicate any "Disparaging" (as defined below) remarks, comments or statements concerning the Company, its affiliates and affiliated funds.



[Signature]
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+91 9618650388

6. **Notice period:** Either party has to provide 30 days of notice without cause or salary in lieu of notice in case of separation of services during probation period. After confirmation, either party will be required to give (60 days) Two Months' notice or salary thereof in case you decide to leave our services, and three months' notice (90days) for Manager cadre, subject to the Organization's discretion.
7. **Termination:** Your employment hereunder may be terminated by the Organization for Cause (as defined below); effective immediately upon the day written notice of termination for Cause is mailed or hand delivered to you. For purposes of this letter of offer, "Cause" means any of the following including and not limited to:
 - a. Commission or conviction of any criminal offence, or of any misdemeanor involving moral turpitude, misconduct, any act of deliberate discrimination or harassment on grounds of race, sex, sexual orientation, religion, age or disability;
 - b. You will fully or negligently breach any legislation or any regulation to which the Organization and/or you may be subject which may result in any penalties being imposed on the Organization or any Director/s or Officer/s of the Organization;
 - c. Breach of Organization's confidential information
 - d. Failure to adhere to Organization's corporate codes, policies or procedures as in effect from time to time;
 - e. Continued failure to meet reasonable performance standards as determined by Organization;
 - f. Refusal to perform reasonable duties as assigned by the Organization; or
8. **Offer Acceptance:** Please confirm your acceptance of this Offer Letter by signing and returning the duplicate copy of this letter for our attention within 2 days from the date of this letter. This letter may not be modified or amended except by a written agreement, signed by a HR Professional of Spy Health and by you.

For Spy Health Private Ltd.


Rachel

Rachel
Manager-Human Resource

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.




Employee Signature


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CTC Breakup

Salary Components	Annual Amount in INR
A Fixed Salary Components	
Basic	76800
House Rent Allowance	30000
Conveyance allowance	9600
Other allowance	63600
Total Gross (A)	180000
B Deductions	
PF Employee	0
ESI Employee	0
Gratuity	0
Total Deductions (B)	0
Take Home Salary (A-B)	180000
PF Employer	0
ESI Employer	0
Total Cost to Company	180000




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Private & Confidential

*Date: September 10, 2021

To,

Mr. Sandeep,
Hyderabad - 500004.

Subject: Offer of employment with Altruist Technologies Private Ltd

Dear Mr. Sandeep,

This letter shall set forth our offer of employment and our understanding and agreement with respect to your employment by Altruist Technologies Private Ltd. (hereinafter the "Company"). The Company is pleased to offer you the position of **Prescription Decoder (Level 2)**.

Your date of joining will be **September 19, 2021**.

It is hereby agreed that the Company will employ you on the following terms and conditions:

1. Place of work

Your normal place of work will be **Hyderabad**. You cannot leave the base location without prior approval from the Reporting Manager. The Company reserves the right to change this to any place within the Altruist Sites.

2. Hours of Work

You are required to work for stipulated hours per week as per schedules allotted to you. You may be required to work such further hours as may be necessary to fulfill your duties or the needs of the business. This will be as per rules promulgated by the management from time to time in accordance with the location/requirement.

3. Salary / Package

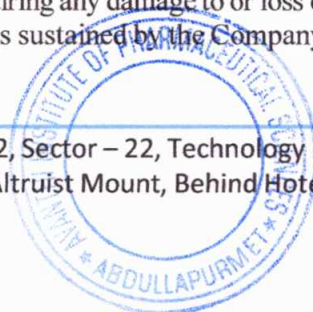
You will be paid CTC emoluments of **INR 336,000/-** per annum (See Annexure for details).

Deductions from Salary

The Company reserves the right, at any time during the term of the period of employment, or in any event upon termination, to deduct from the salary and/or any other money due, an amount equivalent to any of the following:

- Any overpayment or other payment made in the course of the employment;
- The amount of any expenses claimed by the employee and paid but subsequently disallowed by the Company,
- Any cost of repairing any damage to or loss of property, any fines or charges imposed upon or any other loss sustained by the Company or any third party, caused by the employee's

Corporate Office: Plot No. 2, Sector - 22, Technology Park, Papparkula Haryana, Pin Code: 134109
Registered Office: 4th Floor, Altruist Mount, Behind Hotel Firdaus, Near Tunnel No-103, Shimla - 171004



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MEDICAL SCIENCES
R.R. Dist. Telangana



breach of contract or breach of the Company's rules or as a result of the employee's negligence or dishonesty or any integrity issue.

- Salary will be deducted on proportionate basis if he/she does not work for the specified hours or is absent from the current location on any day for any reason.
- Please note that any *Fixed Monetary benefits to be paid yearly/half yearly/ quarterly will stand null and void in case the employee resigns before the completion of the said period.
- No amount shall be claimed by employee for the expenses incurred on behalf of the Company unless prior written approval has been obtained.

4. Contract Period

The employee will be on 6 months probation period which will be evaluated on achievements of set benchmarks, failure to achieve the targets shall lead to termination under clause 5(b) based on evaluated performance for the period. The start date will be **September 19, 2021**.

5. Probation

- (a) There will be six month probation period. This can be extended further at the sole discretion of the management. The probation period can also be reduced at the discretion of the management based on your performance.
- (b) The management will be within its rights to dispense with your services with or without any notice or stating any reason during such period. In the event of termination of the employment during the probation period, the employee will not be entitled to receive end of service benefits or other compensation whatsoever.
- (c) During the probation period, either party may terminate this contract by giving 15 days' notice in writing or by paying 15 days salary in lieu thereof.

6. Confirmation

On successful completion of the contract and probation period you will be confirmed in regular service. The notice period for the termination of services will be of **One Month (30 Days)**. However, the management may terminate your services if in their opinion your continuation in the service is detrimental to the interest of the Company by reasons of your misconduct, negligence or unsatisfactory work, continued ill health or inability to perform duties or breach of any of the terms and conditions mentioned herein or of such rules as may be framed by the management from time to time.

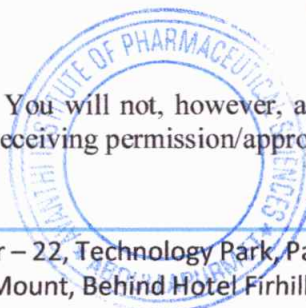
In case of breach of contract during your employment with the Company or any unauthorized activities, you will be terminated from services without notice or salary in lieu thereof.

7. Laws Governing

Laws of this agreement shall be governed by the laws of the India.

8. Leave & Salary disbursement

You will be entitled to leave as per rules. You will not, however, actually proceed on leave without first submitting your leave application and / or receiving permission/approval thereof from the management.



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All salary protocol and process will be in accordance with policies issued by the Company from time to time.

9. Medical Fitness

You will take necessary care at all times to remain medically fit for your duties. Your confirmation/retention in service will be subject to your remaining medically fit for the assigned job.

10. Property

All files, customer records, lists, books, records, literature, software, hardware and work products developed by the employee in the course of your employment with the Company, and other materials owned by the Company or used by the Company in connection with the conduct of business by the Company shall at all times remain the sole property of the Company and that upon request and upon termination of this contract hereunder, you shall surrender to the Company all such files, customer records, lists, books, records, literature, products, software, hardware, work products, and any copies thereof and all other property belonging to the Company.

11. Indemnity

You will indemnify the Company in respect of any liability incurred by the Company as a direct consequence of your negligence, breach of contract, breach of duty or breach of trust in relation to the affairs of the Company. The liability of the Company for all medical related claims will be capped to the amount admissible under the mediclaim policy taken by the Company for the employee or under the employee insurance applicable for the employee.

12. Confidentiality

You shall not disclose to anyone other than in the proper course of your work, any information of a confidential nature relating to the Company, the Company's customers or suppliers and shall further not use any such information in a manner which may either directly or indirectly cause loss to the Company. Confidential information includes (but is not limited to) financial information, commercial information, technical information, sales and marketing information and trade secrets.

You will exclusively work for the Company and also ensure complete confidentiality of Company's information, especially from competitors and /or unauthorized persons. No information of the Company should be passed on to others without any permission or authorization by the management.

13. Documentary Evidence

At the time of joining service, you have to submit documentary evidence of your age, self declaration of no criminal records, academic/professional qualifications/experience, Photo identification proof, address proof, Bonafide (if applicable) which is mandatory for your confirmation in service.

14. Joining Date

Also please submit two copies of your recent passport size photographs for our records. On joining, kindly return the consent form enclosed, duly signed and accepted. However, you have to join service on or before

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Registered Office: 4th Floor, Altruist Mount, Behind Hotel Firhill, Near Tunnel No 103, Shimla - 171004
R.R. Dist. Telangana.



[Signature]
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ALTRUIST TECHNOLOGIES PVT. LTD.

CIN: U72200HP2005PTC028970

Name:	Mr. Sandeep	Date of Joining : September 19, 2021
Department:	Operations	Level : 2
Designation:	Prescription Decoder	

Salary Annexure

	Monthly (Rs.)	Annual (Rs.)
Basic	8,400	100,800
HRA	4,200	50,400
Conveyance	1,600	19,200
Medical Reimbursement	1,250	15,000
Special Allowance	11,563	138,754
Statutory Bonus	584	7,008
Gross	27,597	331,162

Company's Contribution		
Gratuity	403	4,838
CTC	28,000	336,000

Employee's Contribution (Deductions)		
Professional Tax	200	2,400
Net Take Home Salary	27,397	328,762

Other Benefits:

- Medical Insurance for Self with coverage of maximum up to INR 100,000/-
- Personal Accident Insurance for Self with coverage of maximum up to INR 200,000/-
- Gratuity is payable as per the provisions of the Payment of Gratuity Act 1972.

For: Altruist Technologies Pvt. Ltd.

Joydeep Ray
Vice President



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EMPLOYMENT OFFER

14/08/2021

Alladi Saipriya

Dear Alladi Saipriya,

With reference to your application for employment and interview and further discussions, we are pleased to offer you employment as **Associate** in **PrimEra Medical Technologies Private Limited**.

1. Date and place of Joining:

You are expected to join on **17/08/2021** You are required to complete the Joining Formalities and the documents required are mentioned in Annexure – A along with other Terms.

Your place of posting will be at Hyderabad - CV Heights.

2. Salary:

Your CTC will be INR **275000/- (Rupees Two Lakh Seventy Five Thousand Only)** Which includes Gross Salary of INR **254000/- per annum**. Statutory deductions will be applicable as per prevailing laws viz., Income tax, PT, PF, ESI etc. All perquisites and benefits including reimbursements are subject to Income Tax provisions, which may be applicable, including taxation on perquisite value. Detailed Salary Breakup available in Salary Annexure.

3. Conditions for the Employment offer:

Further to inform that, The company will conduct Back ground verification including but not limited to Education, previous employment and criminal records etc.,. In the event of statements and documents furnished at any stage of the recruitment or during employment founds false, misleads, omission or suppression of facts or if the company receive or notice adverse report against you that may detrimental to interest of the company, then the company shall have a right to terminate your employment at any point of time without giving a notice, nor any payment for any work done or in lieu of as stipulated any document, notwithstanding any other terms and conditions envisaged in any document. The company reserve the rights to initiate the action against you in the court of law as they deem fit for criminal breach of trust.

4. Offer Validity:

This offer of employment is valid for 24 working hours from the date of intimation to the candidate by any digitalized communication.

This letter of offer is based on the information furnished in your application and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

5. Authorized Representative:



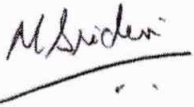
**AVANTHI INSTITUTE OF
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Gunthapally (V), Abdullahapurmet (M),
R.R. Dist. Telangana.

The authorized representative on behalf of the company to issue the letter of employment offer to be signed and stamp by the designated persons

5.1 Human Resource Department

Kindly, refer to enclosed **Annexure A** for the terms and conditions of the offer.

We wish you a long and successful career at PrimEra.



Authorized Signatory

Sridevi Menon

Senior Manager - HR

Date: 14/08/2021


I declare and acknowledge that have read the letter of employment offer and understood the content and obligation. I have signed this offer without any coercion and free of mind to accept the same.

Signature of Candidate:

Date:

Place:

Note: (Attach a valid document to verify the signature)



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R.R. Dist. Telangana.

SALARY ANNEXURE

Name: Alladi Saipriya

Designation: Associate

COMPENSATION DETAILS

Salary Components	INR - Monthly	INR - Annualized
Salary Components		
Basic	11458	137500
HRA	4583	55000
Other Allowance	0	0
Special Pay	3125	37500
Statutory Bonus.	2000	24000
Sub Total	21166	254000
Employer Contribution		
PF & EPS - Employer Cont.	1750	21000
Sub Total	1750	21000
Reimbursements		
Retention Bonus	0	0
Sub Total	0	0
Cost to the Company	22916	275000
Deduction		
PF (Employee Contribution)	1750	21000
Professional Tax	200	2400
Sub Total	1950	23400
Net Take Home (Excluding Applicable Taxes)	19217	230600

Notes: Details of Benefits offering by the company

- 1 Bonus/Statutory Bonus, if applicable as The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly installments in advance
- 2 Gratuity is applicable as per Payment of Gratuity Act 1972
- 3 Benefits – PrimEra Medical Technologies Pvt Ltd., will provide Medical Insurance for self, spouse and up to 2 kids. Also provide Accidental insurance for employee only
- 4 Reimbursements - Travel, Relocation, Certifications, Trainings/ Cab Facility/ Meal Card/ Insurance/Allowances/Bonus are as part of the Company Policy in force from time to time and may be altered/modified at any time without any prior notice
- 5 Company is providing the Meal card as per the policy which is not salary component.
- 6 Salary Structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/modified from time to time.



Principal
 AVANTHI INSTITUTE OF
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 Gunthapally (V), Abdullapurmet (M),
 R.R. Dist. Telangana.

OFFER LETTER
PRIVATE & CONFIDENTIAL

20th June 2021
Hyderabad

Dear Amreen Sultana,

Thank you for your interest in associating with our organization. We are pleased to offer your employment with Spy Health Private Limited.

Congratulations!

You will be designated as Medical Coder and your annual CTC will be Rs: 180000/- per annum (One lakh eighty thousand only).

Your joining date will be **1st July 2021** and your posting will be Spy Health (Hyderabad).

The detailed terms and conditions of your employment are stipulated herein, for your formal acceptance.

1. **Roles & Responsibilities:** Your primary responsibilities will be of Medical Coder in the Coding department. You may be asked by the Organization to fulfil additional duties and tasks as defined from time to time which may or may not be directly associated with your job title. In this role you will be reporting to Manager-Operations.
2. **Confirmation:** You will be on probation for a period of three (3) months from the date of joining and will continue to be so, unless and until you are expressly confirmed in the services of the Organization. The probation period may be extended by management at its sole discretion based on the performance assessment. The Organization reserves the right to extend the probation period in the event that your performance is not up to the expectation
3. **Benefits:** You will be eligible to participate in benefit programs as per Organization's policy
4. **Personal Time Off:** You will be entitled to the leaves as per Organization policy which consists of casual Leave of 12 days. In addition to the same, we have holidays for 10 National/Festive holidays as per the pre-defined holiday calendar. If you are expected to come to work on Sundays then you will have a compensation for the same.
5. **Company reputation:** You agree that you shall not at any time without limitation, publish or communicate any "Disparaging" (as defined below) remarks, comments or statements concerning the Company, its affiliates and affiliated funds.



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6. **Notice period:** Either party has to provide 30 days of notice without cause or salary in lieu of notice in case of separation of services during probation period. After confirmation, either party will be required to give (60 days) Two Months' notice or salary thereof in case you decide to leave our services, and three months' notice (90days) for Manager cadre, subject to the Organization's discretion.
7. **Termination:** Your employment hereunder may be terminated by the Organization for Cause (as defined below); effective immediately upon the day written notice of termination for Cause is mailed or hand delivered to you. For purposes of this letter of offer, "Cause" means any of the following including and not limited to:
 - a. Commission or conviction of any criminal offence, or of any misdemeanor involving moral turpitude, misconduct, any act of deliberate discrimination or harassment on grounds of race, sex, sexual orientation, religion, age or disability;
 - b. You will fully or negligently breach any legislation or any regulation to which the Organization and/or you may be subject which may result in any penalties being imposed on the Organization or any Director/s or Officer/s of the Organization;
 - c. Breach of Organization's confidential information
 - d. Failure to adhere to Organization's corporate codes, policies or procedures as in effect from time to time;
 - e. Continued failure to meet reasonable performance standards as determined by Organization;
 - f. Refusal to perform reasonable duties as assigned by the Organization; or
8. **Offer Acceptance:** Please confirm your acceptance of this Offer Letter by signing and returning the duplicate copy of this letter for our attention within 2 days from the date of this letter. This letter may not be modified or amended except by a written agreement, signed by a HR Professional of Spy Health and by you.

For Spy Health Private Ltd.

Rachel

Rachel
Manager-Human Resource

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.

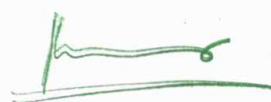


[Handwritten Signature]
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CTC Breakup

Salary Components	Annual Amount in INR
A Fixed Salary Components	
Basic	76800
House Rent Allowance	30000
Conveyance allowance	9600
Other allowance	63600
Total Gross (A)	180000
B Deductions	
PF Employee	0
ESI Employee	0
Gratuity	0
Total Deductions (B)	0
Take Home Salary (A-B)	180000
PF Employer	0
ESI Employer	0
Total Cost to Company	180000




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Private & Confidential

*Date: September 10, 2021

To,

Ms. Udayasri,
Hyderabad - 500004.

Subject: Offer of employment with Altruist Technologies Private Ltd

Dear Ms. Udayasri,

This letter shall set forth our offer of employment and our understanding and agreement with respect to your employment by Altruist Technologies Private Ltd. (hereinafter the "Company"). The Company is pleased to offer you the position of **Prescription Decoder (Level 2)**.

Your date of joining will be **September 19, 2021**.

It is hereby agreed that the Company will employ you on the following terms and conditions:

1. Place of work

Your normal place of work will be **Hyderabad**. You cannot leave the base location without prior approval from the Reporting Manager. The Company reserves the right to change this to any place within the Altruist Sites.

2. Hours of Work

You are required to work for stipulated hours per week as per schedules allotted to you. You may be required to work such further hours as may be necessary to fulfill your duties or the needs of the business. This will be as per rules promulgated by the management from time to time in accordance with the location/requirement.

3. Salary / Package

You will be paid CTC emoluments of **INR 336,000/-** per annum (See Annexure for details).

Deductions from Salary

The Company reserves the right, at any time during the term of the period of employment, or in any event upon termination, to deduct from the salary and/or any other money due, an amount equivalent to any of the following:

- Any overpayment or other payment made in the course of the employment;
- The amount of any expenses claimed by the employee and paid but subsequently disallowed by the Company,
- Any cost of repairing any damage to or loss of property, any fines or charges imposed upon or any other loss sustained by the Company or any third party, caused by the employee's

Corporate Office: Plot No. 2, Sector - 22, Technology Park, Panchkula Haryana, Pin Code: -134109
Registered Office: 4th Floor, Altruist Mount, Behind Hotel Firhill, Near Tunnel No-103, Shimla - 171004



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breach of contract or breach of the Company's rules or as a result of the employee's negligence or dishonesty or any integrity issue.

- Salary will be deducted on proportionate basis if he/she does not work for the specified hours or is absent from the current location on any day for any reason.
- Please note that any *Fixed Monetary benefits to be paid yearly/half yearly/ quarterly will stand null and void in case the employee resigns before the completion of the said period.
- No amount shall be claimed by employee for the expenses incurred on behalf of the Company unless prior written approval has been obtained.

4. Contract Period

The employee will be on 6 months probation period which will be evaluated on achievements of set benchmarks, failure to achieve the targets shall lead to termination under clause 5(b) based on evaluated performance for the period. The start date will be **September 19, 2021**.

5. Probation

- (a) There will be six month probation period. This can be extended further at the sole discretion of the management. The probation period can also be reduced at the discretion of the management based on your performance.
- (b) The management will be within its rights to dispense with your services with or without any notice or stating any reason during such period. In the event of termination of the employment during the probation period, the employee will not be entitled to receive end of service benefits or other compensation whatsoever.
- (c) During the probation period, either party may terminate this contract by giving 15 days' notice in writing or by paying 15 days salary in lieu thereof.

6. Confirmation

On successful completion of the contract and probation period you will be confirmed in regular service. The notice period for the termination of services will be of **One Month (30 Days)**). However, the management may terminate your services if in their opinion your continuation in the service is detrimental to the interest of the Company by reasons of your misconduct, negligence or unsatisfactory work, continued ill health or inability to perform duties or breach of any of the terms and conditions mentioned herein or of such rules as may be framed by the management from time to time.

In case of breach of contract during your employment with the Company or any unauthorized activities, you will be terminated from services without notice or salary in lieu thereof.

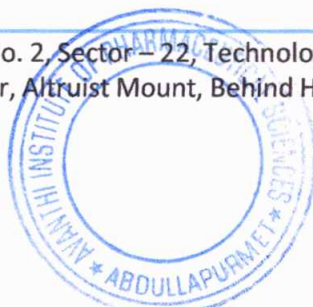
7. Laws Governing

Laws of this agreement shall be governed by the laws of the India.

8. Leave & Salary disbursement

You will be entitled to leave as per rules. You will not, however, actually proceed on leave without first submitting your leave application and / or receiving permission/approval thereof from the management.

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All salary protocol and process will be in accordance with policies issued by the Company from time to time.

9. Medical Fitness

You will take necessary care at all times to remain medically fit for your duties. Your confirmation/retention in service will be subject to your remaining medically fit for the assigned job.

10. Property

All files, customer records, lists, books, records, literature, software, hardware and work products developed by the employee in the course of your employment with the Company, and other materials owned by the Company or used by the Company in connection with the conduct of business by the Company shall at all times remain the sole property of the Company and that upon request and upon termination of this contract hereunder, you shall surrender to the Company all such files, customer records, lists, books, records, literature, products, software, hardware, work products, and any copies thereof and all other property belonging to the Company.

11. Indemnity

You will indemnify the Company in respect of any liability incurred by the Company as a direct consequence of your negligence, breach of contract, breach of duty or breach of trust in relation to the affairs of the Company. The liability of the Company for all medical related claims will be capped to the amount admissible under the mediclaim policy taken by the Company for the employee or under the employee insurance applicable for the employee.

12. Confidentiality

You shall not disclose to anyone other than in the proper course of your work, any information of a confidential nature relating to the Company, the Company's customers or suppliers and shall further not use any such information in a manner which may either directly or indirectly cause loss to the Company. Confidential information includes (but is not limited to) financial information, commercial information, technical information, sales and marketing information and trade secrets.

You will exclusively work for the Company and also ensure complete confidentiality of Company's information, especially from competitors and /or unauthorized persons. No information of the Company should be passed on to others without any permission or authorization by the management.

13. Documentary Evidence

At the time of joining service, you have to submit documentary evidence of your age, self declaration of no criminal records, academic/professional qualifications/experience, Photo identification proof, address proof, Bonafide (if applicable) which is mandatory for your confirmation in service.

14. Joining Date

Also please submit two copies of your recent passport size photographs for our records. On joining, kindly return the consent form enclosed, duly signed and accepted. However, you have to join service on or before

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September 19, 2021. If you do not join within one week of the date of appointment; this letter will automatically be treated as cancelled thereafter.

15. Background Checks

This offer is contingent upon successful completion of background checks acceptable to the Company. In case any material information or fact is found to have been incorrect or concealed at any time during your employment with the Company, you will be terminated from services without notice, or salary in lieu thereof. The Company reserves the right to vary the terms and conditions contained in this Agreement. The Company will notify you in writing within one month of such variation. As a further condition of employment with the Company, you and the Company will become parties to a Non-disclosure/Confidentiality Agreement.

With best wishes,

For: Altruist Technologies Pvt. Ltd.

Joydeep Ray
Vice President

By counter signing below or accepting it by reverting on email, you indicate your acceptance of the Company's offer contained in this letter. This letter may not be modified or amended except by a written agreement, signed by the Company and you.

DECLARATION

I have read and understood the above terms and conditions of employment. I hereby accept the above mentioned terms and conditions, and undertake to abide by them while I remain in the employment of the Company.

Name : _____ Signature : _____

Date : _____



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This offer is valid subject to Reference Check



ALTRUIST TECHNOLOGIES PVT. LTD.

CIN: U72200HP2005PTC028970

Name:	Ms. Udayasri	Date of Joining : September 19, 2021
Department:	Operations	Level : 2
Designation:	Prescription Decoder	

Salary Annexure

	Monthly (Rs.)	Annual (Rs.)
Basic	8,400	100,800
HRA	4,200	50,400
Conveyance	1,600	19,200
Medical Reimbursement	1,250	15,000
Special Allowance	11,563	138,754
Statutory Bonus	584	7,008
Gross	27,597	331,162

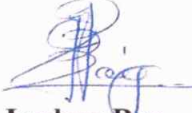
Company's Contribution		
Gratuity	403	4,838
CTC	28,000	336,000

Employee's Contribution (Deductions)		
Professional Tax	200	2,400
Net Take Home Salary	27,397	328,762


Other Benefits:

- Medical Insurance for Self with coverage of maximum up to INR 100,000/-
- Personal Accident Insurance for Self with coverage of maximum up to INR 200,000/-
- Gratuity is payable as per the provisions of the Payment of Gratuity Act 1972.

For: Altruist Technologies Pvt. Ltd.


Joydeep Ray
Vice President




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EMPLOYMENT OFFER

14/08/2021

Salavath Priyanka

Dear Salavath Priyanka,

With reference to your application for employment and interview and further discussions, we are pleased to offer you employment as **Associate** in **PrimEra Medical Technologies Private Limited**.

1. Date and place of Joining:

You are expected to join on **17/08/2021** You are required to complete the Joining Formalities and the documents required are mentioned in Annexure – A along with other Terms.

Your place of posting will be at Hyderabad - CV Heights.

2. Salary:

Your CTC will be INR **275000/- (Rupees Two Lakh Seventy Five Thousand Only)** Which includes Gross Salary of INR **254000/- per annum**. Statutory deductions will be applicable as per prevailing laws viz., Income tax, PT, PF, ESI etc. All perquisites and benefits including reimbursements are subject to Income Tax provisions, which may be applicable, including taxation on perquisite value. Detailed Salary Breakup available in Salary Annexure.

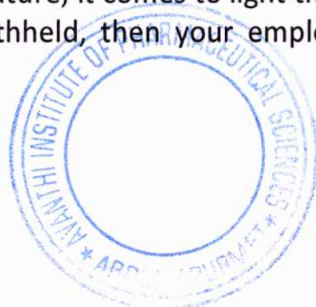
3. Conditions for the Employment offer:

Further to inform that, The company will conduct Back ground verification including but not limited to Education, previous employment and criminal records etc.,. In the event of statements and documents furnished at any stage of the recruitment or during employment founds false, misleads, omission or suppression of facts or if the company receive or notice adverse report against you that may detrimental to interest of the company, then the company shall have a right to terminate your employment at any point of time without giving a notice, nor any payment for any work done or in lieu of as stipulated any document, notwithstanding any other terms and conditions envisaged in any document. The company reserve the rights to initiate the action against you in the court of law as they deem fit for criminal breach of trust.

4. Offer Validity:

This offer of employment is valid for 24 working hours from the date of intimation to the candidate by any digitalized communication.

This letter of offer is based on the information furnished in your application and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

5. Authorized Representative:

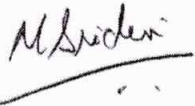
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The authorized representative on behalf of the company to issue the letter of employment offer to be signed and stamp by the designated persons

5.1 Human Resource Department

Kindly, refer to enclosed **Annexure A** for the terms and conditions of the offer.

We wish you a long and successful career at PrimEra.



Authorized Signatory

Sridevi Menon

Senior Manager - HR

Date: 14/08/2021


I declare and acknowledge that have read the letter of employment offer and understood the content and obligation. I have signed this offer without any coercion and free of mind to accept the same.

Signature of Candidate:

Date:

Place:

Note: (Attach a valid document to verify the signature)



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SALARY ANNEXURE

Name: Priyanka

Designation: Associate

COMPENSATION DETAILS

Salary Components	INR - Monthly	INR - Annualized
Salary Components		
Basic	11458	137500
HRA	4583	55000
Other Allowance	0	0
Special Pay	3125	37500
Statutory Bonus.	2000	24000
Sub Total	21166	254000
Employer Contribution		
PF & EPS - Employer Cont.	1750	21000
Sub Total	1750	21000
Reimbursements		
Retention Bonus	0	0
Sub Total	0	0
Cost to the Company	22916	275000
Deduction		
PF (Employee Contribution)	1750	21000
Professional Tax	200	2400
Sub Total	1950	23400
Net Take Home (Excluding Applicable Taxes)	19217	230600

Notes: Details of Benefits offering by the company

- 1 Bonus/Statutory Bonus, if applicable as The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly installments in advance
- 2 Gratuity is applicable as per Payment of Gratuity Act 1972
- 3 Benefits – PrimEra Medical Technologies Pvt Ltd., will provide Medical Insurance for self, spouse and up to 2 kids. Also provide Accidental insurance for employee only
- 4 Reimbursements - Travel, Relocation, Certifications, Trainings/ Cab Facility/ Meal Card/ Insurance/Allowances/Bonus are as part of the Company Policy in force from time to time and may be altered/modified at any time without any prior notice
- 5 Company is providing the Meal card as per the policy which is not salary component.
- 6 Salary Structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/modified from time to time.



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EMPLOYMENT OFFER

14/08/2021

Bongaram Raju

Dear Bongaram Raju,

With reference to your application for employment and interview and further discussions, we are pleased to offer you employment as **Associate in PrimEra Medical Technologies Private Limited.**

1. Date and place of Joining:

You are expected to join on **17/08/2021** You are required to complete the Joining Formalities and the documents required are mentioned in Annexure – A along with other Terms.

Your place of posting will be at Hyderabad - CV Heights.

2. Salary:

Your CTC will be **INR 275000/- (Rupees Two Lakh Seventy Five Thousand Only)** Which includes Gross Salary of **INR 254000/- per annum.** Statutory deductions will be applicable as per prevailing laws viz., Income tax, PT, PF, ESI etc. All perquisites and benefits including reimbursements are subject to Income Tax provisions, which may be applicable, including taxation on perquisite value. Detailed Salary Breakup available in Salary Annexure.

3. Conditions for the Employment offer:

Further to inform that, The company will conduct Back ground verification including but not limited to Education, previous employment and criminal records etc.,. In the event of statements and documents furnished at any stage of the recruitment or during employment founds false, misleads, omission or suppression of facts or if the company receive or notice adverse report against you that may detrimental to interest of the company, then the company shall have a right to terminate your employment at any point of time without giving a notice, nor any payment for any work done or in lieu of as stipulated any document, notwithstanding any other terms and conditions envisaged in any document. The company reserve the rights to initiate the action against you in the court of law as they deem fit for criminal breach of trust.


4. Offer Validity:

This offer of employment is valid for 24 working hours from the date of intimation to the candidate by any digitalized communication.

This letter of offer is based on the information furnished in your application and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

5. Authorized Representative:



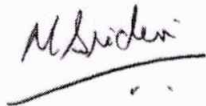

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The authorized representative on behalf of the company to issue the letter of employment offer to be signed and stamp by the designated persons

5.1 Human Resource Department

Kindly, refer to enclosed **Annexure A** for the terms and conditions of the offer.

We wish you a long and successful career at PrimEra.



Authorized Signatory

Sridevi Menon

Senior Manager - HR

Date: 14/08/2021


I declare and acknowledge that have read the letter of employment offer and understood the content and obligation. I have signed this offer without any coercion and free of mind to accept the same.

Signature of Candidate:

Date:

Place:

Note: (Attach a valid document to verify the signature)



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SALARY ANNEXURE

Name: Bongaram Raju

Designation: Associate


COMPENSATION DETAILS

Salary Components	INR - Monthly	INR - Annualized
Salary Components		
Basic	11458	137500
HRA	4583	55000
Other Allowance	0	0
Special Pay	3125	37500
Statutory Bonus.	2000	24000
Sub Total	21166	254000
Employer Contribution		
PF & EPS - Employer Cont.	1750	21000
Sub Total	1750	21000
Reimbursements		
Retention Bonus	0	0
Sub Total	0	0
Cost to the Company	22916	275000
Deduction		
PF (Employee Contribution)	1750	21000
Professional Tax	200	2400
Sub Total	1950	23400
Net Take Home (Excluding Applicable Taxes)	19217	230600

Notes: Details of Benefits offering by the company

- 1 Bonus/Statutory Bonus, if applicable as The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly installments in advance
- 2 Gratuity is applicable as per Payment of Gratuity Act 1972
- 3 Benefits – PrimEra Medical Technologies Pvt Ltd., will provide Medical Insurance for self, spouse and up to 2 kids. Also provide Accidental insurance for employee only
- 4 Reimbursements - Travel, Relocation, Certifications, Trainings/ Cab Facility/ Meal Card/ Insurance/Allowances/Bonus are as part of the Company Policy in force from time to time and may be altered/modified at any time without any prior notice
- 5 Company is providing the Meal card as per the policy which is not salary component.
- 6 Salary Structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/modified from time to time.




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August 10, 2021

E.Prasanna Laxmi
HNO:3-4-521/2,station road,
Shivaji nagar,Secunderabad
Telangana 500003

Dear Prasanna Laxmi,

Further to your recent meetings and discussions with us, we are pleased to offer you employment with Optum Global Solutions (India) Pvt. Ltd. ("the Company") a UnitedHealth Group Company, in the position of **Customer Service Representative** at **salary grade 22**. Your work location shall be at Company's office located at **Building No 12B, Mindspace, 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 **August 12, 2021**. 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 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




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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.

Prasanna Laxmi, 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



Ashish Garg
Senior Director - Recruitment

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

ACKNOWLEDGEMENT:

Prasanna Laxmi

Date: _____



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (M), Abdullapurmet (M),
R.S. Road, Telangana.

- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Date: 06-Sep-2021

Ms Swathi Bairamkonda

**HNO:41-542/2, Wyra Rd, Nizampet,
Khammam, Telangana-507001**

Sub: Offer Letter

Dear **Ms Swathi Bairamkonda,**

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **Medical Coder Trainee – Medical Coding** with effect from **09-September-2021** in our organization based in **Hyderabad**, on the following terms and conditions:

Your Cost to Company will be **INR. 204000/- per annum (Rupees Two Lakhs and Four Thousand Only)** and a detailed salary break up is as per the Annexure – A.

Please go through the HR Policies of the Company governing your employment which shall be applicable to you from the date of joining the Company. Other terms and conditions relating to your offer are enclosed herein.

If the above terms and conditions are acceptable to you, we request you to sign and return to us the duplicate copy of this letter as a token of acceptance.

We look forward to a long and mutually beneficial relationship with you.

for **Vee Technologies Private Limited.,**

Gokulakannan S

**Gokulakannan S,
Manager – Human Resources.**



[Signature]
**PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.**

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel: +91 80 2226 6677

Bangalore RR Nagar: 5th Floor, No. 483, Seetha Complex, 16th Cross, 8th Main Road, R Nagar, Bangalore – 560 098, Tel: +91 96325 78003

Salem SEZ: Plot No:14, IT/ITES ELCOT SEZ (Salem Allotment), Salem to Bangalore NH-7 Road, Jagir Ammapalayam Village, Suramangalam SRO, Salem Tel: +91 427 234029

- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Annexure - A

Basic	6294
House Rent Allowance	3147
Conveyance Allowance	0
Medical Reimbursement	0
Piece Rate Incentives	3933
VPLI	2360
Gross Salary	15734
Professional Tax	0
ESI Employee	118
PF Employee	755
Total Employee Contribution	873
Net Salary	14861
ESI Employer	511
PF Employer	755
Total Employer Contribution	1266
Monthly CTC	17000
Annual CTC	204000

* Professional Tax will be deducted as per the below table:

State	Amount in INR
Karnataka	200/ Month
Teiaryana	150/month
Tamil Nadu	Maximum of Rs.1250/Half yearly will be deducted in the month of Mar (October-March) and September (April-September) based on 6-months gross earnings

Note: This Annexure is applicable from the date of successful completion of training as specified under the heading "Training" of Terms & Conditions.

Declaration

I have carefully read and understood the above Offer including the attached terms and conditions and accept the same. I agree to be bound by rules and regulations of the Company as amended from time-to-time.



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R. R. Dist. Telangana.

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel: +91 80 2226 6677

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Salem SEZ: Plot No:14, IT/ITES ELCOT SEZ (Salem Allotment), Salem to Bangalore NH-7 Road, Jagir Ammapalayam Village, Suramangalam SRO, Salem Tel: +91 427 234029

Date: 13th July, 2021

Confidential...

Mr. Chanda Prashanth,

Letter of Offer

Dear Mr. Prashanth,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Trainee Junior Chemist – Production** in **M/s Optimus Drugs (P) Ltd.**, Survey No.: 239 & 240, Dothigudem (V), Pochampally (M), Yadadri (D), Telangana - 508 254.

The detailed appointment letter will be given to you at the time of joining. You have to Join **on or before 21st Jul, 2021** otherwise this offer will stand withdrawn automatically.

You will be paid salary as discussed with the undersigned.

You are required to carry the following documents at the time of joining.

1. Copy of Offer Letter.
2. Proof of date of birth SSC/ SSLC / HSC certificate stating date of birth.
3. All Educational Qualification Certificates (Originals & Xerox Copies).
4. Six Photographs (Passport size – Colour).
5. Copy of PAN & AADHAR (2 Copies Each Mandatory).
6. Pre-employment Medical Examination-You need to undergo medical tests and submit the form along with the reports on day of joining.

This letter of offer is being sent in duplicate. Kindly sign the duplicate copy of this offer as an acceptance and confirm the date by which you will be joining with us.

We sincerely welcome you to our **OPTIMUS** family.

With best wishes,

For **OPTIMUS DRUGS (P) LTD,**

AUTHORIZED SIGNATORY

I accept the above terms.

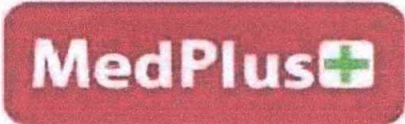
Signature:

Name:

Date:



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.



05th August, 2021

Dear **Kalleda Shashikumar**

Congratulations!

We are pleased to inform you that you have successfully completed our talent hiring process. We are happy to offer you as **Stock Audit Associate**. Your monthly gross salary will be **Rs.15000** per month. You may also receive a bonus on monthly basis and which would be to a maximum of 20.0 % of your monthly gross salary.

We are one of India's leading and fast growing healthcare retail companies, driven by a single minded goal of making healthcare delivery more customers centric. Our over 1350 pharmacies offer a wide selection of genuine medicines, stored under appropriate storage conditions, at best market prices. Our networked stores enable you as a customer to not only chooses from what's on offer in the store you visit but also from the extended range available at our warehouse. You can access our products, your bills and all your health records through our online store, MedPlus Mart.com, or on your mobile through the MedPlus App. We also offer accurate and reliable diagnostic testing through Med plus Lab and a great selection of optical products through MedPlus Lens. We are proud of our team. Risk Taking, Collaboration and entrepreneurial spirit are embedded in organization DNA.

We are confident you will have an excellent opportunity to learn and make a significant impact with your contribution.

Medplus is known for its integrity and ethics. It is reflected consistently in all our behaviors. We have a well-defined Code of Business Conduct.

We wish you a rewarding career with us.


Yours Sincerely

MedPlus Health Services Pvt. Ltd.

Sree Gopalam

Head – Employee Relations




PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.



Date: July 10, 2021

To

Kori Kashivishwanath

LETTER OF INTENT

Dear **Kori Kashivishwanath**

Congratulations!!

After a comprehensive review of your test paper, we are pleased to offer you this letter of intent to join the company as a Junior Process Associate at SDS Pathology Pvt. Ltd, Hyderabad. Your initial annual CTC will be Rs.180000/-. Your date of joining will be on or before 12/07/2021.

You are requested to present a copy of this letter, original SSC certificate, four coloured passport size photographs, and a copy each of your Aadhaar and PAN when you report to the office. Failing to comply with the above would result in automatic cancellation of your offer.

SDS Pathology India Pvt. Ltd

U. V. Narasimha Murthy

HR- MANAGER



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M)
R.R. Dist. Telangana.



Date: July 10, 2021

To

Kunchala Srikanth

LETTER OF INTENT

Dear **Kunchala Srikanth**

Congratulations!!

After a comprehensive review of your test paper, we are pleased to offer you this letter of intent to join the company as a Junior Process Associate at SDS Pathology Pvt. Ltd, Hyderabad. Your initial annual CTC will be Rs.180000/-. Your date of joining will be on or before 12/07/2021.

You are requested to present a copy of this letter, original SSC certificate, four coloured passport size photographs, and a copy each of your Aadhaar and PAN when you report to the office. Failing to comply with the above would result in automatic cancellation of your offer.

SDS Pathology India Pvt. Ltd

U. V. Narasimha Murthy

HR- MANAGER



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M).
R.R. Dist. Telangana.

Ms M.Snehalatha,
Hyderabad
Mob No : 7993103902
Mail : snehalatha993@gmail.com

Dear Snehalatha ,

EMPLOYMENT OFFER LETTER

Further to the interview you had with our client (Dr. Reddy's Laboratories Ltd.) we are pleased to offer you a job in our company as "**Medical Affairs Support, Medical Affairs**" with a monthly **CTC salary of Rs. 23,000/-** (Rupees: Twenty Three Thousand Only). All statutory benefits are applicable as explained during the interview. You will be on our rolls and your services are deputed to our client M/s Dr. Reddy's Laboratories Ltd, 7-1-27, Ameerpet, Hyderabad = 500 016.

We will issue a detailed Appointment Letter with all terms and conditions including salary break up, after receiving your joining report.

You are advised to report to duty at M/s Dr. Reddy's Laboratories Ltd, 7-1-27, Ameerpet, Hyderabad – 500 016, Telangana. INDIA on or before **05th December 2021** and if you don't report to duty on or before the said date this offer letter stands cancelled.

Please sign on the duplicate copy of this offer letter as a token of your acceptance of the above mentioned terms and conditions and return the same to us.

Yours truly,

for Sneha Synergy Solutions Pvt. Ltd.



Authorized Signatory

Acceptance:

I accept the above offer with all relevant terms and conditions.

Place:

Date:

Signature


Sneha Synergy Solutions Private Limited

RegdOff : #6-3-663E, 403, Diamond House, **Behind** Topaz Building, Panjagutta, Hyderabad – 500 082

Tel No : +91 40 66415757, 66415777, Email: suribabu@snehasynergy.com, www.snehasynergy.com

CIN : U525250TG2005PTC047043




PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.

Ms.M.Kaveri
Address: 18-20
Thirumalnagar,
Dilshuknagar
500060

Subject: Offer Letter

Dear Kaveri,

Based on your interview with us, we are pleased to extend you an offer to join Aquity Solutions India Private Limited (hereinafter referred to as "the Company" or "Aquity Solutions") as **Medical Scribe Trainee** at its office located at **Hyderabad - Secunderabad** in the state of Telangana.

We welcome you to Aquity Solutions, and we are confident that you will enjoy being a part of it, as much as we shall cherish our association with you. This Offer Letter confirms your total emoluments and other terms of your employment, which if accepted by you, will be as follows:

1. Your Annual Cost to the company (CTC) shall be **Rs. 420012/- only (Rupees Four Lakh Twenty Thousand Twelve only)** and the same will be structured as per the attached Annexure I.
2. You shall join us on or before **14-September-2021** failing which the offer will be void.
3. This Offer Letter and your employment with Aquity Solutions shall be subject to satisfactory Background Verification Report as per the Company's process.
4. Your employment with Aquity Solutions will be governed by your Appointment Letter, which will be issued to you at the time of your joining.
5. Your services with the Company will be subject to a probation period of three (3) months from the date of your joining, during which period your performance would be monitored and evaluated prior to confirming your services with the Company.
6. The terms of this Offer Letter are valid for seven (7) days from the date of this letter. If we do not receive your acceptance of this offer, the terms of this letter and this offer will be deemed to have been rejected by you unless otherwise communicated to you by the Company in writing.
7. Please provide all the documentation as listed in Annexure II, on or before joining the Company.
8. To indicate your acceptance of this Offer Letter, please sign and return a duplicate copy of this letter.

We look forward to hear from you regarding your decision to join Aquity Solutions. You are expected to keep this offer strictly confidential. In case, you have anything you would like to discuss further, please feel free to get back to us on the same.


We wish you a successful career and look forward to your joining us.

Sincerely yours,

For **Aquity Solutions India Private Limited**


Authorized Signatory




PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M)
R.R. Dist. Telangana.

I hereby acknowledge and accept the terms and conditions of this Offer Letter. I further confirm that I shall join the Company on or before _____

Accepted:

Signature: _____ Date: _____

SYS/HR/F/1.3a Rev08/Date of issue-10-Sep-2021

Aquity Solutions India Private Limited (CIN U72900MH1999PTC120346)

(Formerly Known as MModal Global Services Private Limited)

Registered Office: 1st Floor, Unit No. 103, Reliable Plaza, Plot No. K 10, Kalwa Industrial Area, Village- Elthen,
Taluka & Dist. Thane, Airoli, Navi Mumbai, Maharashtra - 400 708. India. Tel: +91-22-3307 7000 Fax: +91-22-3307 7076

www.aquitysolutions.com



An ISO 9001:2015 Certified Company

Date: 13th July, 2021

Confidential...

Ms. Manusani Parimala,

Letter of Offer

Dear Ms. Parimala,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Trainee Junior Chemist – Production** in **M/s Optimus Drugs (P) Ltd.**, Survey No.: 239 & 240, Dothigudem (V), Pochampally (M), Yadadri (D), Telangana - 508 254.

The detailed appointment letter will be given to you at the time of joining. You have to Join **on or before 21st Jul, 2021** otherwise this offer will stand withdrawn automatically.

You will be paid salary as discussed with the undersigned.

You are required to carry the following documents at the time of joining.

1. Copy of Offer Letter.
2. Proof of date of birth SSC/ SSLC / HSC certificate stating date of birth.
3. All Educational Qualification Certificates (Originals & Xerox Copies).
4. Six Photographs (Passport size – Colour).
5. Copy of PAN & AADHAR (2 Copies Each Mandatory).
6. Pre-employment Medical Examination-You need to undergo medical tests and submit the form along with the reports on day of joining.

This letter of offer is being sent in duplicate. Kindly sign the duplicate copy of this offer as an acceptance and confirm the date by which you will be joining with us.

We sincerely welcome you to our **OPTIMUS** family.

With best wishes,

For **OPTIMUS DRUGS (P) LTD,**

AUTHORIZED SIGNATORY

I accept the above terms.

Signature:

Name:

Date:



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullahapurmet (M),
R.R. Dist. Telangana.

We specialize in:

- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Date: 06-Sep-2021

Ms Manisha Nakeranti

1-10-217/A, Ashok Nagar, Himayatnagar

Hyderabad, Telangana-500020

Sub: Offer Letter

Dear **Ms Manisha Nakeranti**,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **Medical Coder Trainee – Medical Coding** with effect from **09-September-2021** in our organization based in **Hyderabad**, on the following terms and conditions:

Your Cost to Company will be **INR. 204000/- per annum (Rupees Two Lakhs and Four Thousand Only)** and a detailed salary break up is as per the Annexure – A.

Please go through the HR Policies of the Company governing your employment which shall be applicable to you from the date of joining the Company. Other terms and conditions relating to your offer are enclosed herein.

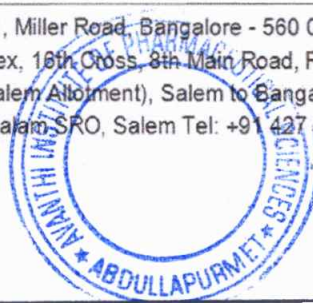
If the above terms and conditions are acceptable to you, we request you to sign and return to us the duplicate copy of this letter as a token of acceptance.

We look forward to a long and mutually beneficial relationship with you.

for **Vee Technologies Private Limited.,**

Gokulakannan S

Gokulakannan S,
Manager – Human Resources.



- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Annexure - A

Basic	6294
House Rent Allowance	3147
Conveyance Allowance	0
Medical Reimbursement	0
Piece Rate Incentives	3933
VPLI	2360
Gross Salary	15734
Professional Tax	0
ESI Employee	118
PF Employee	755
Total Employee Contribution	873
Net Salary	14861
ESI Employer	511
PF Employer	755
Total Employer Contribution	1266
Monthly CTC	17000
Annual CTC	204000

* Professional Tax will be deducted as per the below table:

State	Amount in INR
Karnataka	200/ Month
Teianganana	150/month
Tamil Nadu	Maximum of Rs.1250/Half yearly will be deducted in the month of Mar (October-March) and September (April-September) based on 6-months gross earnings

Note: This Annexure is applicable from the date of successful completion of training as specified under the heading "Training" of Terms & Conditions.

Declaration

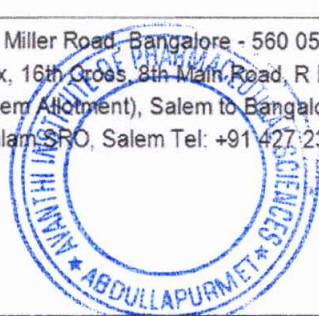
I have carefully read and understood the above Offer including the attached terms and conditions and accept the same. I agree to be bound by rules and regulations of the Company as amended from time-to-time.

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel: +91 80 2226 6677

Bangalore RR Nagar: 5th Floor, No. 483, Seetha Complex, 16th Cross, 8th Main Road, R Nagar, Bangalore - 560 098, Tel: +91 98325 78693

Salem SEZ: Plot No:14, IT/ITES ELCOT SEZ (Salem Allotment), Salem to Bangalore NH-7 Road, Jagir Ammapalayam Village,

Suramangalam SRO, Salem Tel: +91 427 234029



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M).
R. R. Dist. Telangana.



August 10, 2021

Pendyala Swetha
HNO:3-49/7, Jainam Towers
LB Nagar, Telangana
500074

Dear Pendyala Swetha,

Further to your recent meetings and discussions with us, we are pleased to offer you employment with Optum Global Solutions (India) Pvt. Ltd. ("the Company") a UnitedHealth Group Company, in the position of **Customer Service Representative at salary grade 22**. Your work location shall be at Company's office located at **Building No 12B, Mindspace, 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 **August 12, 2021**. 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 trusteehips; 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 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



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullahapurmet (M),
R.R. Dist. Telangana.

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.

Pendyala Swetha, 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



Ashish Garg
Senior Director - Recruitment

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

ACKNOWLEDGEMENT:

Pendyala Swetha

Date: _____



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullahapurmet (M),
R.R. Dist. Telangana.



Please find below the salary annexure for your reference:

Optum Global Solutions (India) Private Limited		
Pendyala Swetha Customer Service Representative Grade 22		
	ANNUAL	MONTHLY
BASIC	93,600	7,800
HRA	46,800	3,900
FLEXI	93,600	7,800
MEAL CARD	-	-
FUEL REIMBURSEMENT	-	-
LEAVE TRAVEL ALLOWANCE	-	-
	-	-
	-	-
	-	-
SPECIAL ALLOWANCE	93,600	7,800
TOTAL FIXED SALARY	234,000	19,500
Target QVC (AT 100%)	33,600	2,800
PF (Employer's Contribution)	21,600	1,800
ESI (Employer's Contribution)	8,775	731
CTC	297,975	24,831



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AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
 Gunthapally (V), Abdullapurmet (M),
 R.R. Dist. Telangana.

Date: 13-Sep-2021
Ref: APL/Unit/HR/Offer/2021
Ms. Putta Priyanka

Dear Ms. Priyanka,

Letter of Offer

With reference to your application and subsequent interview you had with us, we are pleased to advise you that you have been selected for the position of **Trainee - Production (Injectable)_UNIT - IV** in **Aurobindo Pharma Limited, UnitIV, Plot No.4 in Sy. No.151 and Plot Nos.34 to 48 in Sy. Nos. part of 146, 150, 151, 152, 153 and 154 situated in Phase III, APIIC, EPIP, IDA, Pashamylaram, Patancheru Revenue Mandal, Medak District 502 307, Telangana** on the terms and conditions as agreed by you at the time of interview and that are mentioned in Annexure - I.

You are advised to join on or before **16-Sep-2021**. You are advised to report at our Aurobindo Pharma Limited, UnitIV, Plot No.4 in Sy. No.151 and Plot Nos.34 to 48 in Sy. Nos. part of 146, 150, 151, 152, 153 and 154 situated in Phase III, APIIC, EPIP, IDA, Pashamylaram, Patancheru Revenue Mandal, Medak District 502 307, Telangana by 09:30 AM, to complete your joining formalities. Please note joining formalities will be taken either on **Monday, Wednesday or Friday** in any week.

While joining, you are advised to submit the following for our verification and records:

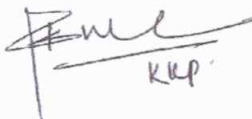
- Copies of certificates (including mark sheets) along with originals, for proof of age, educational qualifications, conduct etc.
- Independent references with phone Nos-Other than relatives.
- Passport size photographs – 08 Nos, stamp size photograph-02 Nos.
- Blood grouping certificate and medical fitness certificate- Original
- Copy of PAN card & Aadhar Card
- Recent Post card size colour photograph with family – full scape – 02 Nos for submitting the same to ESI (Family means Employee, spouse, children and dependent parents)

The regular appointment order will be issued at the time of your joining.

In case you do not join us by the stipulated time, this offer will be withdrawn at the sole discretion of management.

Please confirm your date of joining by e-mail Id: hr@aurobindo.com

For **AUROBINDO PHARMA LIMITED,**


K.K.P.

KIRAN KUMAR P
DEPUTY GENERAL MANAGER-HUMAN RESOURCES

(CIN : L24239TG1986PLC015190)

AUROBINDO PHARMA LIMITED

PAN No. AABCA7366H

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 4059

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



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.

Annexure – I

1. You will be under training for a period of one year from the date of your joining. You will be paid an amount of **Rs. 16,000** /- per Month. As a Trainee, you will not be entitled to any other benefits or privileges that are applicable to the other categories of employees.
2. On successful completion of the training period, you will be on probation for a period of six months. Be it clearly understood and agreed that as a trainee or as a probationer, you will not have any lien or right on the regular employment either during the initial or the extended period of training or probation.
3. If your performance and conduct are not satisfactory, the training or probationary period will be extended or dispensed away during the initial or at the extended period of training or probation, purely at the discretion of the Management. Unless otherwise informed to you in writing, the probation period may deem to have completed successfully.
4. The training that will be imparted to you involves considerable expenditure, both direct and indirect, financial and un-liquidated. The training substantially improves your professional standing since considerable expenditure is incurred by the Company as an investment and hence the Company expects a commitment from you to serve the Company. 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 and without taking up employment with any other Company.
5. It is agreed and promised by you that, you shall enter into an Employment Agreement with the Company, to serve the Company for a minimum guaranteed period of three years and six months from the date of joining, out of which you being as a trainee, as a probationer and as confirmed employee. The Employment Agreement, which you entered with the Company is accepted and agreed by you voluntarily without any duress.
6. By accepting the employment agreement with the Company, you agree and acknowledge that any breach of agreement by you would lead to irreparable productivity and financial loss to the Company, for which the Company shall recover the damages from any amounts that are payable to you by the Company and further you may tend to lose lien on certain benefits as per the applicable laws.
7. You are governed by the following clauses, in case you breach of the terms and conditions of the Employment Agreement:
 - a. If you fail to complete the first two years of employment, you shall pay a compensation of Rs. 1,00,000/- (Rupees one lakh only) towards cost of training and liquidated damages,
 - b. If you fail to serve the remaining period, you shall pay to the Company a compensation of Rs.60,000/- (Rupees sixty thousand only) towards cost of training and liquidated damages.
8. You shall produce two Sureties or Guarantors for the minimum guaranteed period of three years and six months with an absolute and unrestricted right to recover the compensation as per Clause No.7, in case you fail to compensate the said amounts towards breach of agreement.
9. 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 training / probation / confirmation shall be terminated forthwith without any notice and further appropriate legal proceedings will be initiated.
10. 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.
11. You shall discharge such duties as may be entrusted to you from time to time by the Management.
12. You shall be governed by the Leave Rules of the Company and shall abide by the rules and regulations as well as Certified Standing Orders that are applicable to the establishment.
13. You shall work with high standards of discipline, initiative, efficiency and economy in the department or section, wherever you are posted and strive for achieving the objectives of the Company.
14. You shall devote your whole time to the business of the Organization and shall not undertake any other business or work, either directly or indirectly, whether on remuneration or not, except with written permission of the Management.



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15. You shall not divulge to anyone, particulars or details of the manufacturing/quality processes, technical know-how, product portfolio, on-going projects, future projects, marketing strategies, sales promotions plans, security arrangements, or of administrative and / or organization matters, by any means of communication, whether of confidential or not, that may become known / accessible to you for being associated with the Company.
16. The Company reserves the right to depute you for a limited period or transfer you on permanent basis to any other section / department / unit / location of the Company or its subsidiary companies that exists or may come up in future within the territory of india in your capacity for which you may be found fit and suitable, without reducing your existing benefits.
17. "Current Good Manufacturing Practices (cGMPs) are regulations (laws), established by respective countries and are being monitored by their agencies, which are similar and applicable across the world. Hence, it is a mandatory responsibility of all the pharmaceutical manufacturers to establish these principles into their routine operations and ensure that a drug is safe, correctly identified, of right strength, has the purity and has the overall Quality it claims. The cGMPs exists to protect patients from dangerous, adulterated and counterfeit drugs. It is important to note that, the product that has not been manufactured according to cGMPs is considered as Adulterated Drug, even it meets all specifications. Failing to comply with cGMPs has severe implications on the Organization with respect to legal compliance, customer/ partner relations, stock holdings, reputation in the global market and in fact its existence in the market.
 - a. Non-compliance of cGMP procedures/ practices knowingly shall be considered as betrayal and breach of integrity.
 - b. Any individual fails to comply with this commitment shall be liable to a very severe disciplinary action by the Company including termination of services, based on the facts and circumstances of the case.
 - c. This clause is applicable to the employees operating in cGMP areas.
18. You shall adhere to Quality Policy and Environment, Health & Safety (EHS) Policy of the Company in true spirit without any deviations.
19. Any absence from the duty without prior written sanction and/or permission from the respective reporting superior/s shall be considered as 'Un-authorized Absence' and attracts appropriate disciplinary action.
20. At the time of leaving the services of the Company, upon completion of eligible period of service for Gratuity payment, you are required to comply with all requirements prescribed in this regard including Claim Form to be submitted to HR, in order to receive the Gratuity on time
21. Any unauthorized absence for more than 7 (seven) consecutive working days shall be construed that you voluntarily abandoned your services and your name from the Company's muster rolls will be deleted putting an end to the employee and employer relationship and you will lose lien on employment, without prejudice to the rights of the Company.
22. You shall keep the Company informed of your postal address, telephone/mobile number, e-mail or any other means of communication including changes that may occur during the period of your association with the Company. Any communication sent to the last informed address is deemed as final and served.
23. The Company shall reimburse Relocation Charges / Notice Pay to you, which is mutually agreed / as per Policy, during interview process, subject to production of relevant supporting documents and the same shall be claimed within 3 (three) months from the date of formal joining. In case you leave the services of the Organization within a period of two years, the Company has a right to recover the same from the amounts payable to you.
24. In case you take any financial loan / salary advance from the Company and fail to repay the same as agreed during the period of your association with the Company, you along with Sureties, as applicable, shall be liable for appropriate legal proceedings as per the agreements you entered with the Company.
25. Notwithstanding any of the clauses mentioned herein, the Management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.



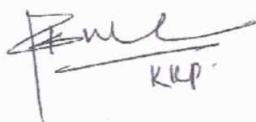

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26. Your services shall be terminable with three month's prior notice in writing on either side or three months' Notice Pay in lieu thereof.
27. You will be retired from the services of the Company on attainment of 58 years of age
28. Acceptance of 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.
29. Your attention is drawn to the 'Code of Conduct for dealing in shares of the Company' formulated as per the requirements of SEBI (Prohibition of Insider Trading) Regulations, 2015. As per the Code, all types of dealings in the shares of the Company are subject to pre-clearance and violation of the same will lead to imposing of penalties and / or other disciplinary action by the Company and also by SEBI. Further, you are required to disclose your shareholdings in the Company held by you or your immediate relative(s) as soon as you join the Company in Annexure-5 of the said Code. You may please refer to the Code or may contact Compliance Officer at cs@aurobindo.com or ig@aurobindo.com.
30. The appropriate Courts of Law situated in Hyderabad / Secunderabad shall alone have exclusive jurisdiction to try any disputes arising out of this contract of employment.

You are required to return the copy of this Letter of Offer along with Annexure-I duly signed by you as a token of your acceptance of all the terms and conditions.

We welcome you to Aurobindo family and wish you a happy and rewarding career with us.

For AUROBINDO PHARMA LIMITED,




**KIRAN KUMAR P
DEPUTY GENERAL MANAGER-HUMAN RESOURCES**

DECLARATION

I have read and clearly understood all the terms and conditions mentioned in the Offer Letter along with Annexure-I. I hereby accept the offer and all the terms and conditions as stated above in toto.

Date:

Signature:



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Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.**



ADROIT Global Personnel Services Pvt. Ltd

Registered Address: No. B-56B Lower Ground Floor Kalkaji New Delhi-110019

Landline: +11 4705 9268 E-mail id: info@adroitsservices.net.in

website: www.adroitsservices.net.in CIN: U74140DL2014PTC270555

Adroit/2021/2541

August 24, 2021

GOWROJU ROOPADEVU

15-11/B Annanagar Rasoolpura

Regumpet Hyderabad Telangana

500056

Dear **GOWROJU ROOPADEVU**,

With reference to our discussion, we are pleased to offer you the position of "**Associate**", at Adroit Global Personnel Services Private Limited.

Enclosed is the compensation sheet giving details of your offer. Your total compensation package will be Rs. **273072/-** per annum and future increase will be performance based.

The above offer is subject to verification of your certificates and testimonials (i.e certificates in proof of educational qualification, proof of past employment, reference checks, address, date of birth and any other checks as deemed fit by the organization). As mutually agreed you would be based at **Hyderabad** and join duties on or before **August 26, 2021**.

You are hereby informed that your notice period will be Thirty days. Please acknowledge the duplicate copy of this offer letter as a token of acceptance of our offer.

Thanking You,

Your Faithfully,

For Adroit Global Personnel Services Pvt. Ltd,

Ishika Gupta
(Authorized Signatory)



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R.R. Dist. Telangana.

Accepted & Agreed



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Registered Address: No. B-56B Lower Ground Floor Kalkaji New Delhi-110019

Landline: +11 4705 9268 E-mail id: info@adroitservices.net.in

website: www.adroitservices.net.in CIN: U74140DL2014PTC270555

Annexure

Pay Heads	Rs. Monthly Salary	Rs. Annual Salary
Basic	13640	163680
House Rent Allowance	2046	24552
Advance_MSB	1250	15000
Special Allowance	3215	38580
Gross Salary	20151	241812
Employer Contribution		
Employer PF	1950	23400
Employer ESIC	655	7860
Total Contribution	2605	31260
Cost To Company	22756	273072
Deduction		
Employee PF	1800	21600
Employee ESIC	151	1812
Professional taxes	200	2400
Total Deduction	2151	25812
Net Take Home	18000.00	216000.00

Ishika

Ishika Gupta
(Authorized Signatory)



Accepted & Agreed

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Date: July 10, 2021

To

Ramati Jashwanth

LETTER OF INTENT

Dear **Ramati Jashwanth**

Congratulations!!

After a comprehensive review of your test paper, we are pleased to offer you this letter of intent to join the company as a Junior Process Associate at SDS Pathology Pvt. Ltd, Hyderabad. Your initial annual CTC will be Rs.180000/-. Your date of joining will be on or before 12/07/2021.

You are requested to present a copy of this letter, original SSC certificate, four coloured passport size photographs, and a copy each of your Aadhaar and PAN when you report to the office. Failing to comply with the above would result in automatic cancellation of your offer.

SDS Pathology India Pvt. Ltd

U. V. Narasimha Murthy

HR- MANAGER



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Ms.D.Sindhu
Address: 28-41
Singapur village
Huzurabad
505472

Subject: Offer Letter

Dear Sindhu,

Based on your interview with us, we are pleased to extend you an offer to join Aquity Solutions India Private Limited (hereinafter referred to as "the Company" or "Aquity Solutions") as **Medical Scribe Trainee** at its office located at **Hyderabad - Secunderabad** in the state of Telangana.

We welcome you to Aquity Solutions, and we are confident that you will enjoy being a part of it, as much as we shall cherish our association with you. This Offer Letter confirms your total emoluments and other terms of your employment, which if accepted by you, will be as follows:

1. Your Annual Cost to the company (CTC) shall be **Rs. 420012/- only (Rupees Four Lakh Twenty Thousand Twelve only)** and the same will be structured as per the attached Annexure I.
2. You shall join us on or before **14-September-2021** failing which the offer will be void.
3. This Offer Letter and your employment with Aquity Solutions shall be subject to satisfactory Background Verification Report as per the Company's process.
4. Your employment with Aquity Solutions will be governed by your Appointment Letter, which will be issued to you at the time of your joining.
5. Your services with the Company will be subject to a probation period of three (3) months from the date of your joining, during which period your performance would be monitored and evaluated prior to confirming your services with the Company.
6. The terms of this Offer Letter are valid for seven (7) days from the date of this letter. If we do not receive your acceptance of this offer, the terms of this letter and this offer will be deemed to have been rejected by you unless otherwise communicated to you by the Company in writing.
7. Please provide all the documentation as listed in Annexure II, on or before joining the Company.
8. To indicate your acceptance of this Offer Letter, please sign and return a duplicate copy of this letter.

We look forward to hear from you regarding your decision to join Aquity Solutions. You are expected to keep this offer strictly confidential. In case, you have anything you would like to discuss further, please feel free to get back to us on the same.

We wish you a successful career and look forward to your joining us.

Sincerely yours,

For **Aquity Solutions India Private Limited**


Authorized Signatory




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R.R. Dist. Telangana.

I hereby acknowledge and accept the terms and conditions of this Offer Letter. I further confirm that I shall join the Company on or before _____

Accepted:

Signature: _____ Date: _____

SYS/HR/F/1.3a Rev08/Date of issue-10-Sep-2021

Aquity Solutions India Private Limited (CIN U72900MH1999PTC120346)

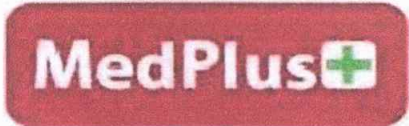
(Formerly Known as MModal Global Services Private Limited)

Registered Office: 1st Floor, Unit No. 103, Reliable Plaza, Plot No. K 10, Kalwa Industrial Area, Village- Elthen, Taluka & Dist. Thane, Airoli, Navi Mumbai, Maharashtra - 400 708. India. Tel: +91-22-3307 7000 Fax: +91-22-3307 7076

www.aquitysolutions.com



An ISO 9001:2015 Certified Company



05th August, 2021

Dear **Khawaja Khusro Ali**

Congratulations!

We are pleased to inform you that you have successfully completed our talent hiring process. We are happy to offer you as **Stock Audit Associate**. Your monthly gross salary will be **Rs.15000** per month. You may also receive a bonus on monthly basis and which would be to a maximum of 20.0 % of your monthly gross salary.

We are one of India’s leading and fast growing healthcare retail companies, driven by a single minded goal of making healthcare delivery more customers centric. Our over 1350 pharmacies offer a wide selection of genuine medicines, stored under appropriate storage conditions, at best market prices. Our networked stores enable you as a customer to not only chooses from what’s on offer in the store you visit but also from the extended range available at our warehouse. You can access our products, your bills and all your health records through our online store, MedPlus Mart.com, or on your mobile through the MedPlus App. We also offer accurate and reliable diagnostic testing through Med plus Lab and a great selection of optical products through MedPlus Lens. We are proud of our team. Risk Taking, Collaboration and entrepreneurial spirit are embedded in organization DNA.

We are confident you will have an excellent opportunity to learn and make a significant impact with your contribution.

Medplus is known for its integrity and ethics. It is reflected consistently in all our behaviors. We have a well-defined Code of Business Conduct.


We wish you a rewarding career with us.

Yours Sincerely

MedPlus Health Services Pvt. Ltd.

Sree Gopalam
Head – Employee Relations




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R.R. Dist. Telangana.



ADROIT Global Personnel Services Pvt. Ltd

Registered Address: No. B-56B Lower Ground Floor Kalkaji New Delhi-110019

Landline: +11 4705 9268 E-mail id: info@adroitsservices.net.in

website: www.adroitsservices.net.in CIN: U74140DL2014PTC270555

Adroit/2021/2545

August 24, 2021

RACHAKONDA AKSHARA

1-285 Venkateshwara colony

Saroonagar I.R Nagar Hyderabad

Telangana-500060

Dear **RACHAKONDA AKSHARA,**

With reference to our discussion, we are pleased to offer you the position of "**Associate**", at Adroit Global Personnel Services Private Limited.

Enclosed is the compensation sheet giving details of your offer. Your total compensation package will be Rs. **273072/-** per annum and future increase will be performance based.

The above offer is subject to verification of your certificates and testimonials (i.e certificates in proof of educational qualification, proof of past employment, reference checks, address, date of birth and any other checks as deemed fit by the organization). As mutually agreed you would be based at **Hyderabad** and join duties on or before **August 26, 2021**.

You are hereby informed that your notice period will be Thirty days. Please acknowledge the duplicate copy of this offer letter as a token of acceptance of our offer.

Thanking You,

Your Faithfully,

For Adroit Global Personnel Services Pvt. Ltd,

Ishika

Ishika Gupta
(Authorized Signatory)



[Handwritten signature]

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PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
F. R. Dist. Telangana.

Accepted & Agreed



ADROIT Global Personnel Services Pvt. Ltd

Registered Address: No. B-56B Lower Ground Floor Kalkaji New Delhi-110019

Landline: +11 4705 9268 E-mail id: info@adroitservices.net.in

website: www.adroitservices.net.in CIN: U74140DL2014PTC270555

Annexure

Pay Heads	Rs. Monthly Salary	Rs. Annual Salary
Basic	13640	163680
House Rent Allowance	2046	24552
Advance_MSB	1250	15000
Special Allowance	3215	38580
Gross Salary	20151	241812
Employer Contribution		
Employer PF	1950	23400
Employer ESIC	655	7860
Total Contribution	2605	31260
Cost To Company	22756	273072
Deduction		
Employee PF	1800	21600
Employee ESIC	151	1812
Professional taxes	200	2400
Total Deduction	2151	25812
Net Take Home	18000.00	216000.00

Ishika Gupta
(Authorized Signatory)

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Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.

Accepted & Agreed



Date: 13th July, 2021

Confidential...

Mr. Gangavath Ganesh,

Letter of Offer

Dear Mr. Ganesh,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Trainee Junior Chemist – Production** in **M/s Optimus Drugs (P) Ltd.**, Survey No.: 239 & 240, Dothigudem (V), Pochampally (M), Yadadri (D), Telangana - 508 254.

The detailed appointment letter will be given to you at the time of joining. You have to Join **on or before 21st Jui, 2021** otherwise this offer will stand withdrawn automatically.

You will be paid salary as discussed with the undersigned.

You are required to carry the following documents at the time of joining.

1. Copy of Offer Letter.
2. Proof of date of birth SSC/ SSLC / HSC certificate stating date of birth.
3. All Educational Qualification Certificates (Originals & Xerox Copies).
4. Six Photographs (Passport size – Colour).
5. Copy of PAN & AADHAR (2 Copies Each Mandatory).
6. Pre-employment Medical Examination-You need to undergo medical tests and submit the form along with the reports on day of joining.

This letter of offer is being sent in duplicate. Kindly sign the duplicate copy of this offer as an acceptance and confirm the date by which you will be joining with us.

We sincerely welcome you to our **OPTIMUS** family.

With best wishes,

For **OPTIMUS DRUGS (P) LTD,**

AUTHORIZED SIGNATORY

I accept the above terms.

Signature:

Name:

Date:



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R.R. Dist. Telangana.

Date: 13-Sep-2021
Ref: APL/Unit/HR/Offer/2021
Mr. Mudavath Vinod

Dear Mr. Vinod,

Letter of Offer

With reference to your application and subsequent interview you had with us, we are pleased to advise you that you have been selected for the position of **Trainee - Production (Injectable)_UNIT - IV** in **Aurobindo Pharma Limited, UnitIV, Plot No.4 in Sy. No.151 and Plot Nos.34 to 48 in Sy. Nos. part of 146, 150, 151, 152, 153 and 154 situated in Phase III, APIIC, EPIP, IDA, Pashamylaram, Patancheru Revenue Mandal , Medak District 502 307, Telangana** on the terms and conditions as agreed by you at the time of interview and that are mentioned in Annexure - I.

You are advised to join on or before **16-Sep-2021**. You are advised to report at our Aurobindo Pharma Limited, UnitIV, Plot No.4 in Sy. No.151 and Plot Nos.34 to 48 in Sy. Nos. part of 146, 150, 151, 152, 153 and 154 situated in Phase III, APIIC, EPIP, IDA, Pashamylaram, Patancheru Revenue Mandal , Medak District 502 307, Telangana by 09:30 AM, to complete your joining formalities. Please note joining formalities will be taken either on **Monday, Wednesday or Friday** in any week.

While joining, you are advised to submit the following for our verification and records:

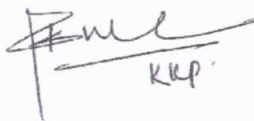
- Copies of certificates (including mark sheets) along with originals, for proof of age, educational qualifications, conduct etc.
- Independent references with phone Nos-Other than relatives.
- Passport size photographs – 08 Nos, stamp size photograph-02 Nos.
- Blood grouping certificate and medical fitness certificate- Original
- Copy of PAN card &Aadhar Card
- Recent Post card size colour photograph with family – full scape – 02 Nos for submitting the same to ESI (Family means Employee, spouse, children and dependent parents)

The regular appointment order will be issued at the time of your joining.

In case you do not join us by the stipulated time, this offer will be withdrawn at the sole discretion of management.

Please confirm your date of joining by e-mail Id:hr@aurobindo.com

For **AUROBINDO PHARMA LIMITED,**



KIRAN KUMAR P
DEPUTY GENERAL MANAGER-HUMAN RESOURCES

(CIN : L24239TG1986PLC015190)

AUROBINDO PHARMA LIMITED

PAN No. AABCA7366H

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 4059

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



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R.R. Dist. Telangana.

Annexure – I


1. You will be under training for a period of one year from the date of your joining. You will be paid an amount of **Rs. 16,000** /- per Month. As a Trainee, you will not be entitled to any other benefits or privileges that are applicable to the other categories of employees.
2. On successful completion of the training period, you will be on probation for a period of six months. Be it clearly understood and agreed that as a trainee or as a probationer, you will not have any lien or right on the regular employment either during the initial or the extended period of training or probation.
3. If your performance and conduct are not satisfactory, the training or probationary period will be extended or dispensed away during the initial or at the extended period of training or probation, purely at the discretion of the Management. Unless otherwise informed to you in writing, the probation period may deem to have completed successfully.
4. The training that will be imparted to you involves considerable expenditure, both direct and indirect, financial and un-liquidated. The training substantially improves your professional standing since considerable expenditure is incurred by the Company as an investment and hence the Company expects a commitment from you to serve the Company. 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 and without taking up employment with any other Company.
5. It is agreed and promised by you that, you shall enter into an Employment Agreement with the Company, to serve the Company for a minimum guaranteed period of three years and six months from the date of joining, out of which you being as a trainee, as a probationer and as confirmed employee. The Employment Agreement, which you entered with the Company is accepted and agreed by you voluntarily without any duress.
6. By accepting the employment agreement with the Company, you agree and acknowledge that any breach of agreement by you would lead to irreparable productivity and financial loss to the Company, for which the Company shall recover the damages from any amounts that are payable to you by the Company and further you may tend to lose lien on certain benefits as per the applicable laws.
7. You are governed by the following clauses, in case you breach of the terms and conditions of the Employment Agreement:
 - a. If you fail to complete the first two years of employment, you shall pay a compensation of Rs. 1,00,000/- (Rupees one lakh only) towards cost of training and liquidated damages,
 - b. If you fail to serve the remaining period, you shall pay to the Company a compensation of Rs.60,000/- (Rupees sixty thousand only) towards cost of training and liquidated damages.
8. You shall produce two Sureties or Guarantors for the minimum guaranteed period of three years and six months with an absolute and unrestricted right to recover the compensation as per Clause No.7, in case you fail to compensate the said amounts towards breach of agreement.
9. 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 training / probation / confirmation shall be terminated forthwith without any notice and further appropriate legal proceedings will be initiated.
10. 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.
11. You shall discharge such duties as may be entrusted to you from time to time by the Management.
12. You shall be governed by the Leave Rules of the Company and shall abide by the rules and regulations as well as Certified Standing Orders that are applicable to the establishment.
13. You shall work with high standards of discipline, initiative, efficiency and economy in the department or section, wherever you are posted and strive for achieving the objectives of the Company.
14. You shall devote your whole time to the business of the organization and shall not undertake any other business or work, either directly or indirectly, whether on remuneration or not, except with written permission of the Management.



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R.P. Dist. Talangana.

15. You shall not divulge to anyone, particulars or details of the manufacturing/quality processes, technical know-how, product portfolio, on-going projects, future projects, marketing strategies, sales promotions plans, security arrangements, or of administrative and / or organization matters, by any means of communication, whether of confidential or not, that may become known / accessible to you for being associated with the Company.
16. The Company reserves the right to depute you for a limited period or transfer you on permanent basis to any other section / department / unit / location of the Company or its subsidiary companies that exists or may come up in future within the territory of india in your capacity for which you may be found fit and suitable, without reducing your existing benefits.
17. "Current Good Manufacturing Practices (cGMPs) are regulations (laws), established by respective countries and are being monitored by their agencies, which are similar and applicable across the world. Hence, it is a mandatory responsibility of all the pharmaceutical manufacturers to establish these principles into their routine operations and ensure that a drug is safe, correctly identified, of right strength, has the purity and has the overall Quality it claims. The cGMPs exists to protect patients from dangerous, adulterated and counterfeit drugs. It is important to note that, the product that has not been manufactured according to cGMPs is considered as Adulterated Drug, even it meets all specifications. Failing to comply with cGMPs has severe implications on the Organization with respect to legal compliance, customer/ partner relations, stock holdings, reputation in the global market and in fact its existence in the market.
 - a. Non-compliance of cGMP procedures/ practices knowingly shall be considered as betrayal and breach of integrity.
 - b. Any individual fails to comply with this commitment shall be liable to a very severe disciplinary action by the Company including termination of services, based on the facts and circumstances of the case.
 - c. This clause is applicable to the employees operating in cGMP areas.
18. You shall adhere to Quality Policy and Environment, Health & Safety (EHS) Policy of the Company in true spirit without any deviations.
19. Any absence from the duty without prior written sanction and/or permission from the respective reporting superior/s shall be considered as 'Un-authorized Absence' and attracts appropriate disciplinary action.
20. At the time of leaving the services of the Company, upon completion of eligible period of service for Gratuity payment, you are required to comply with all requirements prescribed in this regard including Claim Form to be submitted to HR, in order to receive the Gratuity on time
21. Any unauthorized absence for more than 7 (seven) consecutive working days shall be construed that you voluntarily abandoned your services and your name from the Company's muster rolls will be deleted putting an end to the employee and employer relationship and you will lose lien on employment, without prejudice to the rights of the Company.
22. You shall keep the Company informed of your postal address, telephone/mobile number, e-mail or any other means of communication including changes that may occur during the period of your association with the Company. Any communication sent to the last informed address is deemed as final and served.
23. The Company shall reimburse Relocation Charges / Notice Pay to you, which is mutually agreed / as per Policy, during interview process, subject to production of relevant supporting documents and the same shall be claimed within 3 (three) months from the date of formal joining. In case you leave the services of the Organization within a period of two years, the Company has a right to recover the same from the amounts payable to you.
24. In case you take any financial loan / salary advance from the Company and fail to repay the same as agreed during the period of your association with the Company, you along with Sureties, as applicable, shall be liable for appropriate legal proceedings as per the agreements you entered with the Company.
25. Notwithstanding any of the clauses mentioned herein, the Management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.



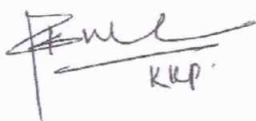

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PHARMACEUTICAL SCIENCES
Gunthapally (M), Arundhappurmet (M)
R. No. 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000

26. Your services shall be terminable with three month's prior notice in writing on either side or three months' Notice Pay in lieu thereof.
27. You will be retired from the services of the Company on attainment of 58 years of age
28. 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.
29. Your attention is drawn to the 'Code of Conduct for dealing in shares of the Company' formulated as per the requirements of SEBI (Prohibition of Insider Trading) Regulations, 2015. As per the Code, all types of dealings in the shares of the Company are subject to pre-clearance and violation of the same will lead to imposing of penalties and / or other disciplinary action by the Company and also by SEBI. Further, you are required to disclose your shareholdings in the Company held by you or your immediate relative(s) as soon as you join the Company in Annexure-5 of the said Code. You may please refer to the Code or may contact Compliance Officer at cs@aurobindo.com or ig@aurobindo.com.
30. The appropriate Courts of Law situated in Hyderabad / Secunderabad shall alone have exclusive jurisdiction to try any disputes arising out of this contract of employment.

You are required to return the copy of this Letter of Offer along with Annexure-I duly signed by you as a token of your acceptance of all the terms and conditions.

We welcome you to Aurobindo family and wish you a happy and rewarding career with us.

For AUROBINDO PHARMA LIMITED,




**KIRAN KUMAR P
DEPUTY GENERAL MANAGER-HUMAN RESOURCES**

DECLARATION

I have read and clearly understood all the terms and conditions mentioned in the Offer Letter along with Annexure-I. I hereby accept the offer and all the terms and conditions as stated above in toto.

Date:

Signature:



**PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M).
R.R. Dist. Telangana.**



SRG
PHARMA

Date: 01/07/2021

Mr. DHOKI SHIVA BHAVANI,

Dear Candidate,

Refer to your job application and recent interview and discussion with our Recruitment Panel regarding your employment with our organization.

Further, we are pleased to offer the position of **Research associate** with us on your mutually agreed employment Terms and condition. Your initial annual CTC will be **Rs.275000/-**. Your date of joining would be on or before date **05/07/2021**.

You are employed in the company full time. You will not be employed by any other Company or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without the prior written permission of the company.

You are requested to kindly tender your Job offer acceptance and date of joining by signing a copy of this letter or by write an offer acceptance reply on our official email.

We welcome you on board and wish a long association with you and a successful career ahead.

Thanveer. Md

Hr. Manager.



PRINCIPAL
AVANTH INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abullapurmet (M).
R.R. Dist. Telangana.



040-35652763



info@srgpharma.com



107, Mint Towers, Madhapur,
Hyderabad, Telangana - 500 081.



SRG
PHARMA

Date: 01/07/2021

Mr. MADDELA MANASA,

Dear Candidate,

Refer to your job application and recent interview and discussion with our Recruitment Panel regarding your employment with our organization.

Further, we are pleased to offer the position of **Research associate** with us on your mutually agreed employment Terms and condition. Your initial annual CTC will be **Rs.275000/-**. Your date of joining would be on or before date **05/07/2021**.

You are employed in the company full time. You will not be employed by any other Company or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without the prior written permission of the company.

You are requested to kindly tender your Job offer acceptance and date of joining by signing a copy of this letter or by write an offer acceptance reply on our official email.

We welcome you on board and wish a long association with you and a successful career ahead.



Thanveer. Md

Hr. Manager.



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.



040-35652763



info@srgpharma.com



SRG
PHARMA

Date: 01/07/2021

Mr. MOHAMMAD NAWAZUDDIN,

Dear Candidate,

Refer to your job application and recent interview and discussion with our Recruitment Panel regarding your employment with our organization.

Further, we are pleased to offer the position of **Research associate** with us on your mutually agreed employment Terms and condition. Your initial annual CTC will be **Rs.275000/-**. Your date of joining would be on or before date **05/07/2021**.

You are employed in the company full time. You will not be employed by any other Company or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without the prior written permission of the company.

You are requested to kindly tender your Job offer acceptance and date of joining by signing a copy of this letter or by write an offer acceptance reply on our official email.


We welcome you on board and wish a long association with you and a successful career ahead.



Thanveer. Md

Hr. Manager.




PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R. P. Dist. of Andhra Pradesh.



040-35652763



info@srgpharma.com



Date: July 10, 2021

To

Gayakwad Nachiketh

LETTER OF INTENT

Dear Gayakwad Nachiketh

Congratulations!!

After a comprehensive review of your test paper, we are pleased to offer you this letter of intent to join the company as a Junior Process Associate at SDS Pathology Pvt. Ltd, Hyderabad. Your initial annual CTC will be Rs.180000/-. Your date of joining will be on or before 12/07/2021.

You are requested to present a copy of this letter, original SSC certificate, four coloured passport size photographs, and a copy each of your Aadhaar and PAN when you report to the office. Failing to comply with the above would result in automatic cancellation of your offer.

SDS Pathology India Pvt. Ltd

U. V. Narasimha Murthy

HR- MANAGER



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.

Date: 13th July, 2021

Confidential...

Ms. A.Ramya,

Letter of Offer

Dear Ms. Ramya,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Trainee Junior Chemist – Production** in **M/s Optimus Drugs (P) Ltd.**, Survey No.: 239 & 240, Dothigudem (V), Pochampally (M), Yadadri (D), Telangana - 508 254.

The detailed appointment letter will be given to you at the time of joining. You have to Join **on or before 21st Jul, 2021** otherwise this offer will stand withdrawn automatically.

You will be paid salary as discussed with the undersigned.

You are required to carry the following documents at the time of joining.

1. Copy of Offer Letter.
2. Proof of date of birth SSC/ SSLC / HSC certificate stating date of birth.
3. All Educational Qualification Certificates (Originals & Xerox Copies).
4. Six Photographs (Passport size – Colour).
5. Copy of PAN & AADHAR (2 Copies Each Mandatory).
6. Pre-employment Medical Examination-You need to undergo medical tests and submit the form along with the reports on day of joining.

This letter of offer is being sent in duplicate. Kindly sign the duplicate copy of this offer as an acceptance and confirm the date by which you will be joining with us.

We sincerely welcome you to our **OPTIMUS** family.

With best wishes,

For **OPTIMUS DRUGS (P) LTD,**

AUTHORIZED SIGNATORY

I accept the above terms.

Signature:

Name:

Date:



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.

Date: 13th July, 2021

Confidential...

Ms.E.Greshma,

Letter of Offer

Dear Ms. Greshma,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Trainee Junior Chemist – Production** in **M/s Optimus Drugs (P) Ltd.**, Survey No.: 239 & 240, Dothigudem (V), Pochampally (M), Yadadri (D), Telangana - 508 254.

The detailed appointment letter will be given to you at the time of joining. You have to Join **on or before 21st Jul, 2021** otherwise this offer will stand withdrawn automatically.

You will be paid salary as discussed with the undersigned.

You are required to carry the following documents at the time of joining.

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4. Six Photographs (Passport size – Colour).
5. Copy of PAN & AADHAR (2 Copies Each Mandatory).
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This letter of offer is being sent in duplicate. Kindly sign the duplicate copy of this offer as an acceptance and confirm the date by which you will be joining with us.

We sincerely welcome you to our **OPTIMUS** family.

With best wishes,

For **OPTIMUS DRUGS (P) LTD,**

AUTHORIZED SIGNATORY

I accept the above terms.

Signature:

Name:

Date:



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PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.

Date: 13th July, 2021

Confidential...

Ms.S.Shirisha,

Letter of Offer

Dear Ms.Shirisha,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Trainee Junior Chemist – Production** in **M/s Optimus Drugs (P) Ltd.**, Survey No.: 239 & 240, Dothigudem (V), Pochampally (M), Yadadri (D), Telangana - 508 254.

The detailed appointment letter will be given to you at the time of joining. You have to Join **on or before 21st Jul, 2021** otherwise this offer will stand withdrawn automatically.

You will be paid salary as discussed with the undersigned.

You are required to carry the following documents at the time of joining.

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2. Proof of date of birth SSC/ SSLC / HSC certificate stating date of birth.
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This letter of offer is being sent in duplicate. Kindly sign the duplicate copy of this offer as an acceptance and confirm the date by which you will be joining with us.

We sincerely welcome you to our **OPTIMUS** family.

With best wishes,

For **OPTIMUS DRUGS (P) LTD,**



AUTHORIZED SIGNATORY

I accept the above terms.

Signature:

Name:

Date:



PRINCIPAL
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PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.



Specialist Diagnostic Services

Pathology (India) Private Limited

Date: July 10, 2021

To

Bandi Nagendra babu

LETTER OF INTENT

Dear **Bandi Nagendra Babu**

Congratulations!!

After a comprehensive review of your test paper, we are pleased to offer you this letter of intent to join the company as a Junior Process Associate at SDS Pathology Pvt. Ltd, Hyderabad. Your initial annual CTC will be Rs.180000/-. Your date of joining will be on or before 12/07/2021.

You are requested to present a copy of this letter, original SSC certificate, four coloured passport size photographs, and a copy each of your Aadhaar and PAN when you report to the office. Failing to comply with the above would result in automatic cancellation of your offer.

SDS Pathology India Pvt. Ltd

U. V. Narasimha Murthy

HR- MANAGER



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullahapurmet (M),
R.R. Dist. Telangana.

OFFER LETTER
PRIVATE & CONFIDENTIAL

29th November 2021
Hyderabad

Dear Sirror Thukaram,

Thank you for your interest in associating with our organization. We are pleased to offer your employment with Spy Health Private Limited.

Congratulations!

You will be designated as Medical Coder and your annual CTC will be Rs: 180000/- per annum (One lakh eighty thousand only).

Your joining date will be **1st December 2021** and your posting will be Spy Health (Hyderabad).

The detailed terms and conditions of your employment are stipulated herein, for your formal acceptance.

1. **Roles & Responsibilities:** Your primary responsibilities will be of Medical Coder in the Coding department. You may be asked by the Organization to fulfil additional duties and tasks as defined from time to time which may or may not be directly associated with your job title. In this role you will be reporting to Manager-Operations.
2. **Confirmation:** You will be on probation for a period of three (3) months from the date of joining and will continue to be so, unless and until you are expressly confirmed in the services of the Organization. The probation period may be extended by management at its sole discretion based on the performance assessment. The Organization reserves the right to extend the probation period in the event that your performance is not up to the expectation
3. **Benefits:** You will be eligible to participate in benefit programs as per Organization's policy
4. **Personal Time Off:** You will be entitled to the leaves as per Organization policy which consists of casual Leave of 12 days. In addition to the same, we have holidays for 10 National/Festive holidays as per the pre-defined holiday calendar. If you are expected to come to work on Sundays then you will have a compensation for the same.
5. **Company reputation:** You agree that you shall not at any time without limitation, publish or communicate any "Disparaging" (as defined below) remarks, comments or statements concerning the Company, its affiliates and affiliated funds.



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R.R. Dist. Telangana.

6. **Notice period:** Either party has to provide 30 days of notice without cause or salary in lieu of notice in case of separation of services during probation period. After confirmation, either party will be required to give (60 days) Two Months' notice or salary thereof in case you decide to leave our services, and three months' notice (90days) for Manager cadre, subject to the Organization's discretion.
7. **Termination:** Your employment hereunder may be terminated by the Organization for Cause (as defined below); effective immediately upon the day written notice of termination for Cause is mailed or hand delivered to you. For purposes of this letter of offer, "Cause" means any of the following including and not limited to:
 - a. Commission or conviction of any criminal offence, or of any misdemeanor involving moral turpitude, misconduct, any act of deliberate discrimination or harassment on grounds of race, sex, sexual orientation, religion, age or disability;
 - b. You will fully or negligently breach any legislation or any regulation to which the Organization and/or you may be subject which may result in any penalties being imposed on the Organization or any Director/s or Officer/s of the Organization;
 - c. Breach of Organization's confidential information
 - d. Failure to adhere to Organization's corporate codes, policies or procedures as in effect from time to time;
 - e. Continued failure to meet reasonable performance standards as determined by Organization;
 - f. Refusal to perform reasonable duties as assigned by the Organization; or
8. **Offer Acceptance:** Please confirm your acceptance of this Offer Letter by signing and returning the duplicate copy of this letter for our attention within 2 days from the date of this letter. This letter may not be modified or amended except by a written agreement, signed by a HR Professional of Spy Health and by you.

For Spy Health Private Ltd.

Rachel

Rachel
Manager-Human Resource

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment. I undertake to keep the information on my compensation and benefits confidential.



[Handwritten Signature]
PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M).
R. R. Dist. Telangana.

Employee Signature

CTC Breakup

Salary Components	Annual Amount in INR
A Fixed Salary Components	
Basic	76800
House Rent Allowance	30000
Conveyance allowance	9600
Other allowance	63600
Total Gross (A)	180000
B Deductions	
PF Employee	0
ESI Employee	0
Gratuity	0
Total Deductions (B)	0
Take Home Salary (A-B)	180000
PF Employer	0
ESI Employer	0
Total Cost to Company	180000




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 Gunthapally (V), Abdullapurmet (M),
 R.R. Dist. Telangana.

EMPLOYMENT OFFER

24/08/2021

Basayapally Rukmini

Dear Basayapally Rukmini,

With reference to your application for employment and interview and further discussions, we are pleased to offer you employment as **Associate in PrimEra Medical Technologies Private Limited.**

1. **Date and place of Joining:**

You are expected to join on **27/08/2021** You are required to complete the Joining Formalities and the documents required are mentioned in Annexure – A along with other Terms.

Your place of posting will be at Hyderabad - CV Heights.

2. **Salary:**

Your CTC will be INR **275000/- (Rupees Two Lakh Seventy Five Thousand Only)** Which includes Gross Salary of INR **254000/- per annum.** Statutory deductions will be applicable as per prevailing laws viz., Income tax, PT, PF, ESI etc. All perquisites and benefits including reimbursements are subject to Income Tax provisions, which may be applicable, including taxation on perquisite value. Detailed Salary Breakup available in Salary Annexure.

3. **Conditions for the Employment offer:**

Further to inform that, The company will conduct Back ground verification including but not limited to Education, previous employment and criminal records etc.,. In the event of statements and documents furnished at any stage of the recruitment or during employment founds false, misleads, omission or suppression of facts or if the company receive or notice adverse report against you that may detrimental to interest of the company, then the company shall have a right to terminate your employment at any point of time without giving a notice, nor any payment for any work done or in lieu of as stipulated any document, notwithstanding any other terms and conditions envisaged in any document. The company reserve the rights to initiate the action against you in the court of law as they deem fit for criminal breach of trust.

4. **Offer Validity:**

This offer of employment is valid for 24 working hours from the date of intimation to the candidate by any digitalized communication.

This letter of offer is based on the information furnished in your application and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is **PRINCIPAL** terminated without notice.

5. **Authorized Representative:**



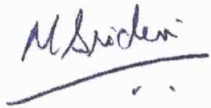
PRINCIPAL
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PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.

The authorized representative on behalf of the company to issue the letter of employment offer to be signed and stamp by the designated persons

5.1 Human Resource Department

Kindly, refer to enclosed **Annexure A** for the terms and conditions of the offer.

We wish you a long and successful career at PrimEra.



Authorized Signatory

Sridevi Menon

Senior Manager - HR

Date: 24/08/2021

I declare and acknowledge that have read the letter of employment offer and understood the content and obligation. I have signed this offer without any coercion and free of mind to accept the same.

Signature of Candidate:

Date:

Place:

Note: (Attach a valid document to verify the signature)



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R.R. Dist. Telangana.

SALARY ANNEXURE

Name: B.Rukmini

Designation: Associate

COMPENSATION DETAILS

Salary Components	INR - Monthly	INR - Annualized
Salary Components		
Basic	11458	137500
HRA	4583	55000
Other Allowance	0	0
Special Pay	3125	37500
Statutory Bonus.	2000	24000
Sub Total	21166	254000
Employer Contribution		
PF & EPS - Employer Cont.	1750	21000
Sub Total	1750	21000
Reimbursements		
Retention Bonus	0	0
Sub Total	0	0
Cost to the Company	22916	275000
Deduction		
PF (Employee Contribution)	1750	21000
Professional Tax	200	2400
Sub Total	1950	23400
Net Take Home (Excluding Applicable Taxes)	19217	230600

Notes: Details of Benefits offering by the company

- 1 Bonus/Statutory Bonus, if applicable as The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly installments in advance
- 2 Gratuity is applicable as per Payment of Gratuity Act 1972
- 3 Benefits – PrimEra Medical Technologies Pvt Ltd., will provide Medical Insurance for self, spouse and up to 2 kids. Also provide Accidental insurance for employee only
- 4 Reimbursements - Travel, Relocation, Certifications, Trainings/ Cab Facility/ Meal Card/ Insurance/Allowances/Bonus are as part of the Company Policy in force from time to time and may be altered/modified at any time without any prior notice
- 5 Company is providing the Meal card as per the policy which is not salary component.
- 6 Salary Structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/modified from time to time.



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Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.



The Pharma Research

Date: 04/8/2021

To

Ms.CHIKOTI SWATHI,

Congratulations! We are pleased to confirm that you have been selected to work for The Pharma Research. We are delighted to make you the following job offer.

The position we are offering you is that of Pharma Executive at a monthly salary of Rs.25,000/- with an annual cost to company Rs. 3,00,000/-. This position reports to HR. Manager, *Chetan Kumar*. Your working hours will be from 9AM to 6PM.

Benefits for the position include: (Use if relevant to the position)

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 08/8/2021 at 9am. Please report to Chetan Kumar on start date for documentation and orientation. If this date is not acceptable, please contact me immediately.

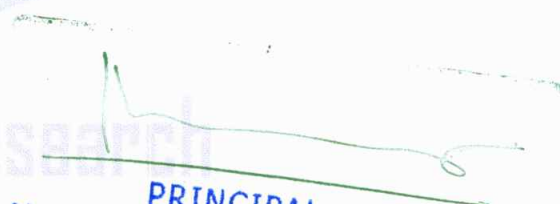
Please sign the enclosed copy of this letter and return it to me by 08th Aug, 2021 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our The Pharma Research and look forward to working with you.

Sincerely,

Chetan Kumar




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PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M).
R.R. Dist. Telangana.



The Pharma Research

Date: 04/8/2021

To

Ms.GUNDLA SHARANYA,

Congratulations! We are pleased to confirm that you have been selected to work for The Pharma Research. We are delighted to make you the following job offer.

The position we are offering you is that of Pharma Executive at a monthly salary of Rs.25,000/- with an annual cost to company Rs. 3,00,000/-. This position reports to HR. Manager, *Chetan Kumar*. Your working hours will be from 9AM to 6PM.

Benefits for the position include: (Use if relevant to the position)

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 08/8/2021 at 9am. Please report to Chetan Kumar on start date for documentation and orientation. If this date is not acceptable, please contact me immediately.


Please sign the enclosed copy of this letter and return it to me by 08th Aug, 2021 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our The Pharma Research and look forward to working with you.

Sincerely,

Chetan Kumar




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Gunthapally (V), Abdullapurmet (M),
- R.R. Dist. Telangana.

Date: 13th July, 2021

Confidential...

Ms. Halavath Snehalatha,

Letter of Offer

Dear Ms.Snehalatha,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Trainee Junior Chemist – Production** in **M/s Optimus Drugs (P) Ltd.**, Survey No.: 239 & 240, Dothigudem (V), Pochampally (M), Yadadri (D), Telangana - 508 254.

The detailed appointment letter will be given to you at the time of joining. You have to Join **on or before 21st Jui, 2021** otherwise this offer will stand withdrawn automatically.

You will be paid salary as discussed with the undersigned.

You are required to carry the following documents at the time of joining.

1. Copy of Offer Letter.
2. Proof of date of birth SSC/ SSLC / HSC certificate stating date of birth.
3. All Educational Qualification Certificates (Originals & Xerox Copies).
4. Six Photographs (Passport size – Colour).
5. Copy of PAN & AADHAR (2 Copies Each Mandatory).
6. Pre-employment Medical Examination-You need to undergo medical tests and submit the form along with the reports on day of joining.

This letter of offer is being sent in duplicate. Kindly sign the duplicate copy of this offer as an acceptance and confirm the date by which you will be joining with us.

We sincerely welcome you to our **OPTIMUS** family.

With best wishes,

For **OPTIMUS DRUGS (P) LTD,**



AUTHORIZED SIGNATORY

I accept the above terms.

Signature:

Name:

Date:



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Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.

EMPLOYMENT OFFER

24/08/2021

Kadaganchi Arun Kumar

Dear Arun Kumar,

With reference to your application for employment and interview and further discussions, we are pleased to offer you employment as **Associate in PrimEra Medical Technologies Private Limited**.

1. Date and place of Joining:

You are expected to join on **27/08/2021** You are required to complete the Joining Formalities and the documents required are mentioned in Annexure – A along with other Terms.

Your place of posting will be at Hyderabad - CV Heights.

2. Salary:

Your CTC will be INR **275000/- (Rupees Two Lakh Seventy Five Thousand Only)** Which includes Gross Salary of INR **254000/- per annum**. Statutory deductions will be applicable as per prevailing laws viz., Income tax, PT, PF, ESI etc. All perquisites and benefits including reimbursements are subject to Income Tax provisions, which may be applicable, including taxation on perquisite value. Detailed Salary Breakup available in Salary Annexure.

3. Conditions for the Employment offer:

Further to inform that, The company will conduct Back ground verification including but not limited to Education, previous employment and criminal records etc.,. In the event of statements and documents furnished at any stage of the recruitment or during employment founds false, misleads, omission or suppression of facts or if the company receive or notice adverse report against you that may detrimental to interest of the company, then the company shall have a right to terminate your employment at any point of time without giving a notice, nor any payment for any work done or in lieu of as stipulated any document, notwithstanding any other terms and conditions envisaged in any document. The company reserve the rights to initiate the action against you in the court of law as they deem fit for criminal breach of trust.

4. Offer Validity:

This offer of employment is valid for 24 working hours from the date of intimation to the candidate by any digitalized communication.

This letter of offer is based on the information furnished in your application and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.



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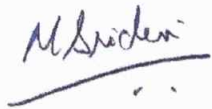
5. Authorized Representative:

The authorized representative on behalf of the company to issue the letter of employment offer to be signed and stamp by the designated persons

5.1 Human Resource Department

Kindly, refer to enclosed **Annexure A** for the terms and conditions of the offer.

We wish you a long and successful career at PrimEra.



Authorized Signatory

Sridevi Menon

Senior Manager - HR

Date: 24/08/2021


I declare and acknowledge that have read the letter of employment offer and understood the content and obligation. I have signed this offer without any coercion and free of mind to accept the same.

Signature of Candidate:

Date:

Place:

Note: (Attach a valid document to verify the signature)



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Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.

SALARY ANNEXURE

Name: K.Arun Kumar

Designation: Associate

COMPENSATION DETAILS

Salary Components	INR - Monthly	INR - Annualized
Salary Components		
Basic	11458	137500
HRA	4583	55000
Other Allowance	0	0
Special Pay	3125	37500
Statutory Bonus.	2000	24000
Sub Total	21166	254000
Employer Contribution		
PF & EPS - Employer Cont.	1750	21000
Sub Total	1750	21000
Reimbursements		
Retention Bonus	0	0
Sub Total	0	0
Cost to the Company	22916	275000
Deduction		
PF (Employee Contribution)	1750	21000
Professional Tax	200	2400
Sub Total	1950	23400
Net Take Home (Excluding Applicable Taxes)	19217	230600

Notes: Details of Benefits offering by the company

- 1 Bonus/Statutory Bonus, if applicable as The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly installments in advance
- 2 Gratuity is applicable as per Payment of Gratuity Act 1972
- 3 Benefits – PrimEra Medical Technologies Pvt Ltd., will provide Medical Insurance for self, spouse and up to 2 kids. Also provide Accidental insurance for employee only
- 4 Reimbursements - Travel, Relocation, Certifications, Trainings/ Cab Facility/ Meal Card/ Insurance/Allowances/Bonus are as part of the Company Policy in force from time to time and may be altered/modified at any time without any prior notice
- 5 Company is providing the Meal card as per the policy which is not salary component.
- 6 Salary Structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/modified from time to time.



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R.R. Dist. Telangana.



The Pharma Research

Date: 04/8/2021

To

Ms.PINDI SAIPRIYA

Congratulations! We are pleased to confirm that you have been selected to work for The Pharma Research. We are delighted to make you the following job offer.

The position we are offering you is that of Pharma Executive at a monthly salary of Rs.25,000/- with an annual cost to company Rs. 3,00,000/-. This position reports to HR. Manager, *Chetan Kumar*. Your working hours will be from 9AM to 6PM.

Benefits for the position include: (Use if relevant to the position)

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 08/8/2021 at 9am. Please report to Chetan Kumar on start date, for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by 08th Aug, 2021 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our The Pharma Research and look forward to working with you.

Sincerely,
Chetan Kumar
Chetan Kumar



Chetan Kumar
PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.



The Pharma Research

Date: 04/8/2021

To

Ms.CH VAISHNAVI DURGA

Congratulations! We are pleased to confirm that you have been selected to work for The Pharma Research. We are delighted to make you the following job offer.

The position we are offering you is that of Pharma Executive at a monthly salary of Rs.25,000/- with an annual cost to company Rs. 3,00,000/-. This position reports to HR. Manager, *Chetan Kumar*. Your working hours will be from 9AM to 6PM.

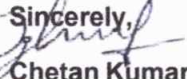
Benefits for the position include: (Use if relevant to the position)

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)


We would like you to start work on 08/8/2021 at 9am. Please report to Chetan Kumar on start date, for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by 08th Aug, 2021 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our The Pharma Research and look forward to working with you.

Sincerely,

Chetan Kumar




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AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.

Date: 13th July, 2021

Confidential...

Ms. Bathula Sahithi,

Letter of Offer

Dear Ms. Sahithi,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Trainee Junior Chemist – Production** in **M/s Optimus Drugs (P) Ltd.**, Survey No.: 239 & 240, Dothigudem (V), Pochampally (M), Yadadri (D), Telangana - 508 254.

The detailed appointment letter will be given to you at the time of joining. You have to Join **on or before 21st Jul, 2021** otherwise this offer will stand withdrawn automatically.

You will be paid salary as discussed with the undersigned.

You are required to carry the following documents at the time of joining.

1. Copy of Offer Letter.
2. Proof of date of birth SSC/ SSLC / HSC certificate stating date of birth.
3. All Educational Qualification Certificates (Originals & Xerox Copies).
4. Six Photographs (Passport size – Colour).
5. Copy of PAN & AADHAR (2 Copies Each Mandatory).
6. Pre-employment Medical Examination-You need to undergo medical tests and submit the form along with the reports on day of joining.

This letter of offer is being sent in duplicate. Kindly sign the duplicate copy of this offer as an acceptance and confirm the date by which you will be joining with us.

We sincerely welcome you to our **OPTIMUS** family.

With best wishes,

For **OPTIMUS DRUGS (P) LTD,**

AUTHORIZED SIGNATORY

I accept the above terms.

Signature:

Name:

Date:



AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gowthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.

EMPLOYMENT OFFER

24/08/2021

Daaram Chinmai

Dear Daaram Chinmai,

With reference to your application for employment and interview and further discussions, we are pleased to offer you employment as **Associate** in **PrimEra Medical Technologies Private Limited**.

1. Date and place of Joining:

You are expected to join on **27/08/2021** You are required to complete the Joining Formalities and the documents required are mentioned in Annexure – A along with other Terms.

Your place of posting will be at Hyderabad - CV Heights.

2. Salary:

Your CTC will be **INR 275000/- (Rupees Two Lakh Seventy Five Thousand Only)** Which includes Gross Salary of **INR 254000/- per annum**. Statutory deductions will be applicable as per prevailing laws viz., Income tax, PT, PF, ESI etc. All perquisites and benefits including reimbursements are subject to Income Tax provisions, which may be applicable, including taxation on perquisite value. Detailed Salary Breakup available in Salary Annexure.

3. Conditions for the Employment offer:

Further to inform that, The company will conduct Back ground verification including but not limited to Education, previous employment and criminal records etc.,. In the event of statements and documents furnished at any stage of the recruitment or during employment founds false, misleads, omission or suppression of facts or if the company receive or notice adverse report against you that may detrimental to interest of the company, then the company shall have a right to terminate your employment at any point of time without giving a notice, nor any payment for any work done or in lieu of as stipulated any document, notwithstanding any other terms and conditions envisaged in any document. The company reserve the rights to initiate the action against you in the court of law as they deem fit for criminal breach of trust.

4. Offer Validity:

This offer of employment is valid for 24 working hours from the date of intimation to the candidate by any digitalized communication.

This letter of offer is based on the information furnished in your application and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

5. Authorized Representative:

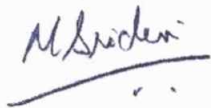
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Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.

The authorized representative on behalf of the company to issue the letter of employment offer to be signed and stamp by the designated persons

5.1 Human Resource Department

Kindly, refer to enclosed **Annexure A** for the terms and conditions of the offer.

We wish you a long and successful career at PrimEra.



Authorized Signatory

Sridevi Menon

Senior Manager - HR

Date: 24/08/2021


I declare and acknowledge that have read the letter of employment offer and understood the content and obligation. I have signed this offer without any coercion and free of mind to accept the same.

Signature of Candidate:

Date:

Place:

Note: (Attach a valid document to verify the signature)



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Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.

SALARY ANNEXURE

Name: D.Chinmai

Designation: Associate

COMPENSATION DETAILS

Salary Components	INR - Monthly	INR - Annualized
Salary Components		
Basic	11458	137500
HRA	4583	55000
Other Allowance	0	0
Special Pay	3125	37500
Statutory Bonus.	2000	24000
Sub Total	21166	254000
Employer Contribution		
PF & EPS - Employer Cont.	1750	21000
Sub Total	1750	21000
Reimbursements		
Retention Bonus	0	0
Sub Total	0	0
Cost to the Company	22916	275000
Deduction		
PF (Employee Contribution)	1750	21000
Professional Tax	200	2400
Sub Total	1950	23400
Net Take Home (Excluding Applicable Taxes)	19217	230600

Notes: Details of Benefits offering by the company

- 1 Bonus/Statutory Bonus, if applicable as The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly installments in advance
- 2 Gratuity is applicable as per Payment of Gratuity Act 1972
- 3 Benefits – PrimEra Medical Technologies Pvt Ltd., will provide Medical Insurance for self, spouse and up to 2 kids. Also provide Accidental insurance for employee only
- 4 Reimbursements - Travel, Relocation, Certifications, Trainings/ Cab Facility/ Meal Card/ Insurance/Allowances/Bonus are as part of the Company Policy in force from time to time and may be altered/modified at any time without any prior notice
- 5 Company is providing the Meal card as per the policy which is not salary component.
- 6 Salary Structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/modified from time to time.



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Gunthapally (V), Arduhapurmet (M),
- R.R. Dist. Telangana.



The Pharma Research

Date: 04/08/2021

To

Ms.BORAVELLI ASHWINI NIKITHA

Congratulations! We are pleased to confirm that you have been selected to work for The Pharma Research. We are delighted to make you the following job offer.

The position we are offering you is that of Pharma Executive at a monthly salary of Rs.25,000/- with an annual cost to company Rs. 3,00,000/-. This position reports to HR. Manager, *Chetan Kumar*. Your working hours will be from 9AM to 6PM.

Benefits for the position include: (Use if relevant to the position)

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 08/8/2021 at 9am. Please report to Chetan Kumar on start date, for documentation and orientation. If this date is not acceptable, please contact me immediately.

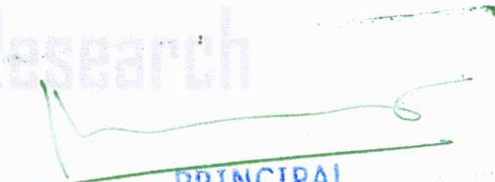
Please sign the enclosed copy of this letter and return it to me by 08th Aug, 2021 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our The Pharma Research and look forward to working with you.

Sincerely,

Chetan Kumar




PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M)
R.R. Dist. Telangana.



August 10, 2021

Dhoodi Saimohan
HNO:4-31,Ambedkar stadium Rd
Mukarampura,Karimnagar
Telangana-505001

Dear Dhoodi Saimohan,

Further to your recent meetings and discussions with us, we are pleased to offer you employment with Optum Global Solutions (India) Pvt. Ltd. ("the Company") a UnitedHealth Group Company, in the position of **Customer Service Representative at salary grade 22**. Your work location shall be at Company's office located at **Building No 12B, Mindspace, 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 **August 12, 2021**. 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 trusteehips; 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 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



PRINCIPAL
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Gunthapally (V), Abdullapurmet (M).
R.R. Dist. Telangana.

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.

Dhoodi Saimohan, 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

Ashish Garg
Senior Director - Recruitment

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

ACKNOWLEDGEMENT:

Dhoodi Saimohan

Date: _____



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abudullapurmet (M),
R.R. Dist. Telangana.



Please find below the salary annexure for your reference:

Optum Global Solutions (India) Private Limited		
Dhoodi Saimohan Customer Service Representative Grade 22		
	ANNUAL	MONTHLY
BASIC	93,600	7,800
HRA	46,800	3,900
FLEXI	93,600	7,800
MEAL CARD	-	-
FUEL REIMBURSEMENT	-	-
LEAVE TRAVEL ALLOWANCE	-	-
	-	-
	-	-
	-	-
SPECIAL ALLOWANCE	93,600	7,800
TOTAL FIXED SALARY	234,000	19,500
Target QVC (AT 100%)	33,600	2,800
PF (Employer's Contribution)	21,600	1,800
ESI (Employer's Contribution)	8,775	731
CTC	297,975	24,831



PRINCIPAL
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 PHARMACEUTICAL SCIENCES
 Gunthapally (V), Abdullapurmet (M).
 R.R. Dist. Telangana.

- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Date: 06-Sep-2021

Mr Shiva Krishna Goud

3-57, Street no 4, Ganeshnagar,
Kazipet, Warangal, Telangana-506001

Sub: Offer Letter

Dear Mr Shiva Krishna Goud,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **Medical Coder Trainee – Medical Coding** with effect from **09-September-2021** in our organization based in **Hyderabad**, on the following terms and conditions:

Your Cost to Company will be **INR. 204000/- per annum (Rupees Two Lakhs and Four Thousand Only)** and a detailed salary break up is as per the Annexure – A.

Please go through the HR Policies of the Company governing your employment which shall be applicable to you from the date of joining the Company. Other terms and conditions relating to your offer are enclosed herein.

If the above terms and conditions are acceptable to you, we request you to sign and return to us the duplicate copy of this letter as a token of acceptance.

We look forward to a long and mutually beneficial relationship with you.

for Vee Technologies Private Limited.,

Gokulakannan S

Gokulakannan S,
Manager – Human Resources.



[Signature]
PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel: +91 80 2226 6677

Bangalore RR Nagar: 5th Floor, No. 483, Seetha Complex, 16th Cross, 8th Main Road, R Nagar, Bangalore – 560 098, Tel: +91 96325 78003

Salem SEZ: Plot No:14, IT/ITES ELCOT SEZ (Salem Allotment), Salem to Bangalore NH-7 Road, Jagir Ammapalayam Village,
Suramangalam SRO, Salem Tel: +91 427 234029

- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Annexure - A

Basic	6294
House Rent Allowance	3147
Conveyance Allowance	0
Medical Reimbursement	0
Piece Rate Incentives	3933
VPLI	2360
Gross Salary	15734
Professional Tax	0
ESI Employee	118
PF Employee	755
Total Employee Contribution	873
Net Salary	14861
ESI Employer	511
PF Employer	755
Total Employer Contribution	1266
Monthly CTC	17000
Annual CTC	204000

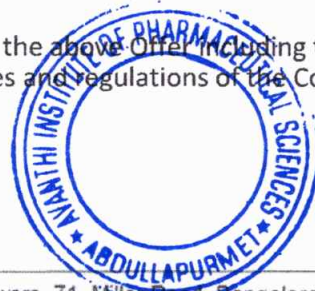
* Professional Tax will be deducted as per the below table:

State	Amount in INR
Karnataka	200/ Month
Telangana	150/month
Tamil Nadu	Maximum of Rs.1250/Half yearly will be deducted in the month of Mar (October-March) and September (April-September) based on 6-months gross earnings

Note: This Annexure is applicable from the date of successful completion of training as specified under the heading "Training" of Terms & Conditions.

Declaration

I have carefully read and understood the above Offer including the attached terms and conditions and accept the same. I agree to be bound by rules and regulations of the Company as amended from time-to-time.



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
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- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Date: 06-Sep-2021

Ms Lavanya Kade

2-178, Malikarjunnagar, Uppal

Hyderabad, Telangana-500039

Sub: Offer Letter

Dear Ms Lavanya Kade,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **Medical Coder Trainee – Medical Coding** with effect from **09-September-2021** in our organization based in **Hyderabad**, on the following terms and conditions:

Your Cost to Company will be **INR. 204000/- per annum (Rupees Two Lakhs and Four Thousand Only)** and a detailed salary break up is as per the Annexure – A.

Please go through the HR Policies of the Company governing your employment which shall be applicable to you from the date of joining the Company. Other terms and conditions relating to your offer are enclosed herein.

If the above terms and conditions are acceptable to you, we request you to sign and return to us the duplicate copy of this letter as a token of acceptance.

We look forward to a long and mutually beneficial relationship with you.

for Vee Technologies Private Limited.,

Gokulakannan S

Gokulakannan S,
Manager – Human Resources.



[Handwritten Signature]
PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullahapurmet (M),
R.R. Dist. Telangana.

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel:+91 80 2226 6677

Bangalore RR Nagar: 5th Floor, No. 483, Seetha Complex, 16th Cross, 8th Main Road, R Nagar, Bangalore – 560 098, Tel: +91 96325 78003

Salem SEZ: Plot No:14, IT/ITES ELCOT SEZ (Salem Allotment), Salem to Bangalore NH-7 Road, Jagir Ammapalayam Village,
Suramangalam SRO, Salem Tel: +91 427 234029

- Healthcare
- Engineering
- Finance & Accounting
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- Logistics
- Media

Annexure - A

Basic	6294
House Rent Allowance	3147
Conveyance Allowance	0
Medical Reimbursement	0
Piece Rate Incentives	3933
VPLI	2360
Gross Salary	15734
Professional Tax	0
ESI Employee	118
PF Employee	755
Total Employee Contribution	873
Net Salary	14861
ESI Employer	511
PF Employer	755
Total Employer Contribution	1266
Monthly CTC	17000
Annual CTC	204000

* Professional Tax will be deducted as per the below table:

State	Amount in INR
Karnataka	200/ Month
Teianganana	150/ month
Tamil Nadu	Maximum of Rs.1250/Half yearly will be deducted in the month of Mar (October-March) and September (April-September) based on 6-months gross earnings

Note: This Annexure is applicable from the date of successful completion of training as specified under the heading "Training" of Terms & Conditions.

Declaration

I have carefully read and understood the above Offer including the attached terms and conditions and accept the same. I agree to be bound by rules and regulations of the Company as amended from time-to-time.



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunturpally (V), Abdullapurmet (M),
R.R. Dist. Telangana.

Bangalore: Sona Towers, 7th Floor, 100th Cross, 8th Main Road, Bangalore - 560 052, Tel: +91 80 2226 6677

Bangalore RR Nagar: 5th Floor, No. 483, Seetha Complex, 10th Cross, 8th Main Road, R Nagar, Bangalore - 560 098, Tel: +91 96325 78003

Salem SEZ: Plot No:14, IT/ITES ELCOT SEZ (Salem Allotment), Salem to Bangalore NH-7 Road, Jagir Ammapalayam Village, Suramangalam SRO, Salem Tel: +91 427 234029

Date: 13th July, 2021

Confidential...

Mr. Lavu Karunakaran,

Letter of Offer

Dear Karunakaran,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Trainee Junior Chemist – Production** in **M/s Optimus Drugs (P) Ltd.**, Survey No.: 239 & 240, Dothigudem (V), Pochampally (M), Yadadri (D), Telangana - 508 254.

The detailed appointment letter will be given to you at the time of joining. You have to Join **on or before 21st Jul, 2021** otherwise this offer will stand withdrawn automatically.

You will be paid salary as discussed with the undersigned.

You are required to carry the following documents at the time of joining.

1. Copy of Offer Letter.
2. Proof of date of birth SSC/ SSLC / HSC certificate stating date of birth.
3. All Educational Qualification Certificates (Originals & Xerox Copies).
4. Six Photographs (Passport size – Colour).
5. Copy of PAN & AADHAR (2 Copies Each Mandatory).
6. Pre-employment Medical Examination-You need to undergo medical tests and submit the form along with the reports on day of joining.

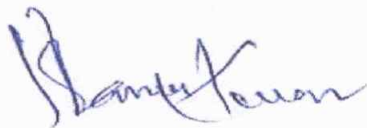
This letter of offer is being sent in duplicate. Kindly sign the duplicate copy of this offer as an acceptance and confirm the date by which you will be joining with us.

We sincerely welcome you to our **OPTIMUS** family.

With best wishes,

For **OPTIMUS DRUGS (P) LTD,**

I accept the above terms.



AUTHORIZED SIGNATORY

Signature: _____

Name: _____

Date: _____



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abulfapurmet (M),
R.R. Dist. Telangana.



August 10, 2021

Kommu Sruthi
HNO:30-521/2, Station road
Warangal, Telangana
506002

Dear Kommu Sruthi,

Further to your recent meetings and discussions with us, we are pleased to offer you employment with Optum Global Solutions (India) Pvt. Ltd. ("the Company") a UnitedHealth Group Company, in the position of **Customer Service Representative at salary grade 22**. Your work location shall be at Company's office located at **Building No 12B, Mindspace, 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 **August 12, 2021**. 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 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



PRINCIPAL
AVANTHI INSTITUTE OF PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M).
R.R. Dist. Telangana.

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.

Kommu Sruthi, 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



Ashish Garg
Senior Director - Recruitment

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

ACKNOWLEDGEMENT:

Kommu Sruthi

Date: _____



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.



Please find below the salary annexure for your reference:

Optum Global Solutions (India) Private Limited		
Kommu Sruthi Customer Service Representative Grade 22		
	ANNUAL	MONTHLY
BASIC	93,600	7,800
HRA	46,800	3,900
FLEXI	93,600	7,800
MEAL CARD	-	-
FUEL REIMBURSEMENT	-	-
LEAVE TRAVEL ALLOWANCE	-	-
	-	-
	-	-
	-	-
SPECIAL ALLOWANCE	93,600	7,800
TOTAL FIXED SALARY	234,000	19,500
Target QVC (AT 100%)	33,600	2,800
PF (Employer's Contribution)	21,600	1,800
ESI (Employer's Contribution)	8,775	731
CTC	297,975	24,831



PRINCIPAL
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PHARMACEUTICAL SCIENCES
 Gunthapally (V), Abdullapurmet (M),
 R.R. Dist. Telangana

We specialize in:

- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Date: 06-Sep-2021

Mr Manojkumar Kummari

**3-4-156,Sainagar,Osmanpura
Karimnagar,Telangana-505001**

Sub: Offer Letter

Dear **Mr Manojkumar Kummari**,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **Medical Coder Trainee – Medical Coding** with effect from **09-September-2021** in our organization based in **Hyderabad**, on the following terms and conditions:

Your Cost to Company will be **INR. 204000/- per annum (Rupees Two Lakhs and Four Thousand Only)** and a detailed salary break up is as per the Annexure – A.

Please go through the HR Policies of the Company governing your employment which shall be applicable to you from the date of joining the Company. Other terms and conditions relating to your offer are enclosed herein.

If the above terms and conditions are acceptable to you, we request you to sign and return to us the duplicate copy of this letter as a token of acceptance.

We look forward to a long and mutually beneficial relationship with you.

for **Vee Technologies Private Limited.,**

Gokulakannan S

**Gokulakannan S,
Manager – Human Resources.**



[Signature]
**PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Arduvallapurmet (M),
R.R. Dist. Telangana.**

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel:+91 80 2226 6677

Bangalore RR Nagar: 5th Floor, No. 483, Seetha Complex, 16th Cross, 8th Main Road, R Nagar, Bangalore – 560 098, Tel: +91 96325 78003

Salem SEZ: Plot No:14, IT/ITES ELCOT SEZ (Salem Allotment), Salem to Bangalore NH-7 Road, Jagir Ammapalayam Village, Suramangalam SRO, Salem Tel: +91 427 234029

- Healthcare
- Engineering
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Annexure - A

Basic	6294
House Rent Allowance	3147
Conveyance Allowance	0
Medical Reimbursement	0
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VPLI	2360
Gross Salary	15734
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ESI Employee	118
PF Employee	755
Total Employee Contribution	873
Net Salary	14861
ESI Employer	511
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Total Employer Contribution	1266
Monthly CTC	17000
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* Professional Tax will be deducted as per the below table:

State	Amount in INR
Karnataka	200/ Month
Telangana	150/Month
Tamil Nadu	Maximum of Rs.1250/Half yearly will be deducted in the month of Mar (October-March) and September (April-September) based on 6-months gross earnings

Note: This Annexure is applicable from the date of successful completion of training as specified under the heading "Training" of Terms & Conditions.

Declaration

I have carefully read and understood the above Offer including the attached terms and conditions and accept the same. I agree to be bound by rules and regulations of the Company as amended from time-to-time.



[Signature]
PRINCIPAL
AVANTHI INSTITUTE OF PHARMACEUTICAL SCIENCES
Guntur (V), Andhra Pradesh (M)
R.R. Dist. Telangana



August 10, 2021

Kunta Akhila Goud
HNO:7-7-692,Kumar Galli, Nizambad
Telangana
503001

Dear Kunta Akhila Goud,

Further to your recent meetings and discussions with us, we are pleased to offer you employment with Optum Global Solutions (India) Pvt. Ltd. ("the Company") a UnitedHealth Group Company, in the position of **Customer Service Representative at salary grade 22**. Your work location shall be at Company's office located at **Building No 12B, Mindspace, 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 **August 12, 2021**. 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 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



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M)
R.R. Dist. Telangana.

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.

Kunta Akhila Goud, 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

Ashish Garg
Senior Director - Recruitment

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

ACKNOWLEDGEMENT:

Kunta Akhila Goud

Date: _____



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.



Please find below the salary annexure for your reference:

Optum Global Solutions (India) Private Limited		
K.Akhila Goud Customer Service Representative Grade 22		
	ANNUAL	MONTHLY
BASIC	93,600	7,800
HRA	46,800	3,900
FLEXI	93,600	7,800
MEAL CARD	-	-
FUEL REIMBURSEMENT	-	-
LEAVE TRAVEL ALLOWANCE	-	-
	-	-
	-	-
	-	-
SPECIAL ALLOWANCE	93,600	7,800
TOTAL FIXED SALARY	234,000	19,500
Target QVC (AT 100%)	33,600	2,800
PF (Employer's Contribution)	21,600	1,800
ESI (Employer's Contribution)	8,775	731
CTC	297,975	24,831



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M).
R.R. Dist. Telangana.



The Pharma Research

Date: 04/08/2021

To

Ms.MALVIKA THAKUR

Congratulations! We are pleased to confirm that you have been selected to work for The Pharma Research. We are delighted to make you the following job offer.

The position we are offering you is that of Pharma Executive at a monthly salary of Rs.25,000/- with an annual cost to company Rs. 3,00,000/-. This position reports to HR. Manager, *Chetan Kumar*. Your working hours will be from 9AM to 6PM.

Benefits for the position include: (Use if relevant to the position)

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 08/8/2021 at 9am. Please report to Chetan Kumar on start date, for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by 08th Aug, 2021 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our The Pharma Research and look forward to working with you.

Sincerely,
Chetan Kumar
Chetan Kumar



Chetan Kumar
PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abullapurmet (M),
R.R. Dist. Telangana.

ANNEXURE

Name Anish Kumar Das
Designation Junior Clinical Research Associate
Place of work Bangalore

Salary Components	(INR pa)
Basic salary	227,500
HRA	113,750
Special Allowance	54,170
Leave Travel Allowance	25,000
Sodexo Meal Card	13,200
Exgratia / Bonus	21,600
Petrol Allowance	-
Driver Allowance	-
Total Guaranteed Salary per annum (A)	455,220
Co's contribution to PF @ 12% of basic	27,300
Gratuity	10,943
Total Retirals per annum (B)	38,243
Total Fixed Salary per annum (A + B)	493,463
Variable Pay	
Performance Bonus at 100% achievement	56,903
Total Variable Pay p.a. at 100% achievement ©	56,903
TOTAL COST TO COMPANY (A+B+C)	550,365

Other Benefits (in INR):

- Mediclaime
- Group Personal Accident
- Group Term Life Insurance
- Annual Medical Check-up



[Handwritten Signature]
 PRINCIPAL
 AVANTHI INSTITUTE OF
 PHARMACEUTICAL SCIENCES
 Gunthapally (V), Abdullapurmet (M),
 R.R. Dist. Telangana.



August 10, 2021

M.Raghuvardhan
HNO:3-5-351,RTC Colony
Hyathnagar, Hyderabad Telangana
501505

Dear M.Raghuvardhan,

Further to your recent meetings and discussions with us, we are pleased to offer you employment with Optum Global Solutions (India) Pvt. Ltd. ("the Company") a UnitedHealth Group Company, in the position of **Customer Service Representative at salary grade 22**. Your work location shall be at Company's office located at **Building No 12B, Mindspace, 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 **August 12, 2021**. 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 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



PRINCIPAL
AVANTHI INSTITUTE OF
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Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.

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.

M.Raghuvardhan, 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



Ashish Garg
Senior Director - Recruitment

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

ACKNOWLEDGEMENT:

M.Raghuvardhan

Date: _____



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R.R. Dist. Telangana.



Please find below the salary annexure for your reference:

Optum Global Solutions (India) Private Limited		
M.Raghuvardhan Customer Service Representative Grade 22		
	ANNUAL	MONTHLY
BASIC	93,600	7,800
HRA	46,800	3,900
FLEXI	93,600	7,800
MEAL CARD	-	-
FUEL REIMBURSEMENT	-	-
LEAVE TRAVEL ALLOWANCE	-	-
	-	-
	-	-
	-	-
SPECIAL ALLOWANCE	93,600	7,800
TOTAL FIXED SALARY	234,000	19,500
Target QVC (AT 100%)	33,600	2,800
PF (Employer's Contribution)	21,600	1,800
ESI (Employer's Contribution)	8,775	731
CTC	297,975	24,831



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 R.R. Dist. Telangana.

Date: 13th July, 2021

Confidential...

Mr. Suraram Saiprasad,

Letter of Offer

Dear Mr.Saiprasad,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Trainee Junior Chemist – Production** in **M/s Optimus Drugs (P) Ltd.**, Survey No.: 239 & 240, Dothigudem (V), Pochampally (M), Yadadri (D), Telangana - 508 254.

The detailed appointment letter will be given to you at the time of joining. You have to Join **on or before 21st Jui, 2021** otherwise this offer will stand withdrawn automatically.

You will be paid salary as discussed with the undersigned.

You are required to carry the following documents at the time of joining.

1. Copy of Offer Letter.
2. Proof of date of birth SSC/ SSLC / HSC certificate stating date of birth.
3. All Educational Qualification Certificates (Originals & Xerox Copies).
4. Six Photographs (Passport size – Colour).
5. Copy of PAN & AADHAR (2 Copies Each Mandatory).
6. Pre-employment Medical Examination-You need to undergo medical tests and submit the form along with the reports on day of joining.

This letter of offer is being sent in duplicate. Kindly sign the duplicate copy of this offer as an acceptance and confirm the date by which you will be joining with us.

We sincerely welcome you to our **OPTIMUS** family.

With best wishes,

For **OPTIMUS DRUGS (P) LTD,**

AUTHORIZED SIGNATORY

I accept the above terms.

Signature:

Name:

Date:



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R.R. Dist. Telangana.



The Pharma Research

Date: 04/8/2021

To

Ms.RAVILALA USHARANI,

Congratulations! We are pleased to confirm that you have been selected to work for The Pharma Research. We are delighted to make you the following job offer.

The position we are offering you is that of Pharma Executive at a monthly salary of Rs.25,000/- with an annual cost to company Rs. 3,00,000/-. This position reports to HR. Manager, *Chetan Kumar*. Your working hours will be from 9AM to 6PM.

Benefits for the position include: (Use if relevant to the position)

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 08/8/2021 at 9am. Please report to Chetan Kumar on start date for documentation and orientation. If this date is not acceptable, please contact me immediately.

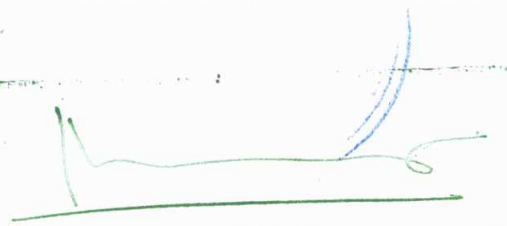
Please sign the enclosed copy of this letter and return it to me by 08th Aug, 2021 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our The Pharma Research and look forward to working with you.

Sincerely,

Chetan Kumar




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Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.



9985548055



thepharamaresearch4@gmail.com



Telangana, Hyderabad



The Pharma Research

135
Date: 04/08/2021

To

Ms.NEELAM HEERANMAI

Congratulations! We are pleased to confirm that you have been selected to work for The Pharma Research. We are delighted to make you the following job offer.

The position we are offering you is that of Pharma Executive at a monthly salary of Rs.25,000/- with an annual cost to company Rs. 3,00,000/-. This position reports to HR. Manager, *Chetan Kumar*. Your working hours will be from 9AM to 6PM.

Benefits for the position include: (Use if relevant to the position)

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)

We would like you to start work on 08/8/2021 at 9am. Please report to Chetan Kumar on start date, for documentation and orientation. If this date is not acceptable, please contact me immediately.


Please sign the enclosed copy of this letter and return it to me by 08th Aug, 2021 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our The Pharma Research and look forward to working with you.

Sincerely,

Chetan Kumar




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9985548055



thepharamaresearch4@gmail.com



Telangana, Hyderabad

CALYX

20 September 2021

Abdul Faheem
H.No. 1-104
BC Colony
Palwai (village)
Jogulamba Gadwal
Gadwal - 509132
Telangana

Dear Abdul Faheem,

We are pleased to offer you the position of Imaging Research Specialist, with Heron Health Private Limited an affiliate of Calyx incorporated in India (“**Company**”) under the following terms and conditions.

1. DESIGNATION, GRADE AND PLACEMENT

1.1 You are designated as Imaging Research Specialist, your designation is merely indicative of the responsibilities, which you are required to carry out.

1.2 However, it is expressly understood that your services are transferable to any of our offices/ group companies in India or abroad, at the sole discretion of the management of the Company. You can also be deputed/ seconded to any of our offices / group companies. Your location of work will be in such offices as identified by the Company from time to time.

1.3 Upon joining you shall also be signing the ‘Employee Confidentiality, Invention & Non-Solicitation Agreement’ appended as Schedule I to this letter and you shall comply with the provisions of these documents during and after the course of your employment, as the case may be.

2. DATE OF JOINING

Your date of joining would be 01 October 2021. This offer is valid only up to that date. You are requested to confirm your acceptance on or before 01 October 2021.

3. PROBATION

3.1 You will be on probation for a period of 6 months from the date of your joining the organization, which may be extended at the sole discretion of the Management. The company’s standard training period is three months out of the six months’ probation mentioned here and may vary based on the job requirement and candidate’s skills.

Heron Health Private Limited
CIN: U85100CH2007PTC030955
Building 12C, 9th Floor, Raheja Mindspace,
Hyderabad - 500081, Telangana, India



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R.R. Dist. Telangana.

3.2 Your employment will be deemed confirmed and a letter will not be issued, unless otherwise communicated to you in writing for reasons not limited to performance & discipline.

4. SALARY BREAK UP:

Imaging Research Specialist		
Salary Break up	Annual Gross	Monthly Gross
	INR.	INR.
Basic Pay (50% of CTC)	210,000	17,500
House Rent Allowance (40% of Basic)	84,000	7,000
PF Employer's Contribution	25,200	2,100
Special Allowance	100,800	8,400
CTC	420,000.00	35,000

Note:

1. After joining, employees can choose the Flexi basket components from the amount specified in Special Allowance. Any balance amount after allocation will be categorized as Special Allowance.
2. Flexi basket is a combination of tax saving components that are part of your CTC.

Annexure 1

Flexi Basket

Component	Amount Up to (INR.) Per Annum
LTA	75% of 1-month basic salary
Mobile Handset exemption	Up to 60,000 INR*
Sodexo (Food card)	INR 24,000 INR*
Vehicle Allowance	Up to 2400 per month

***Note: The total exemption differs basing on employee job role**



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Flexible Benefits

Our organization offers a comprehensive and flexible benefits package that protects you and your family in the event of illness and provides financial assurance and wellness programs for your wellbeing. The program provides flexibility and choice to enable you to design a benefits package that best suits you and your family's needs.

None of the flexible benefits provisions form part of your contract of employment. Any benefits arising under the Flexible Benefits Scheme will be payable by or under the authority of its providers and are not guaranteed or warranted by the Company.

Other Benefits		Value (INR)	Comments
Pension	Gratuity	10,096	Per Annum
Other	Transportation (Pick up & Drop Facility as per policy, transportation within 35 kms radius from office)	75000	Not a reimbursement
	Place of work	Hyderabad	

4.1 Notes:

4.1.1 Please refer the Medical Benefits Manual for details on insurance policies.

4.1.2 Gratuity is governed by the Gratuity act, it is accrued and only paid if employee completes 5 years of service with the Company.

4.1.3 For all the tax saving components in Flexi basket, you will be expected to produce bills and vouchers on a Yearly basis.

4.1.4 Please note, tax saving components is based on Income Tax (IT) guidelines. Components could be amended based on IT guidelines from time to time.

4.1.5 Your salary is strictly confidential, and you are expected to maintain the confidentiality. Any breach of this confidence will be viewed with utmost seriousness



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4.2 Taxation:

4.2.1 Notwithstanding any other provision in this Agreement, the Company shall be entitled to withhold any taxes or sums as required under any applicable laws, including without limitation, any taxes or assessments on professional fees, and shall accordingly be entitled to deduct such amount from the salary.

4.2.2 You will be responsible for the payment of all taxes including your own personal tax, and service tax to the extent applicable and that it shall be your responsibility to file all tax returns and reports with respect to any of the foregoing.

5. LEAVE

You will be entitled to leave as per the leave policy of the company. Details of accumulation and encashment etc. would be governed by company policy.

6. WORK TIMINGS

6.1 You will have to abide by the timings and the hours of work applicable to the company.

6.2 The Company works 8 hours a day and 5 days a week. However, there may be certain work exigencies that may require for you to work beyond stipulated work hours.

7. GENERAL

7.1 You are required to adhere to the disciplinary requirements of the Company.

7.2 It is an express condition that the Company's personnel are whole-time employees and accordingly, you shall devote your time to the Company's business.

7.3 You shall not, without express permission, undertake any other business, work, or public office, on payment or otherwise. In the event of breach of this condition on your part, you will be liable for termination of your services with immediate effect.

7.4 You shall not give out to anyone in any manner whatsoever, particulars, or any other details of any of the matters pertaining to the Company or its working, or any other confidential information. In the event of breach of this condition on your part, you will be liable for termination of your services with immediate effect.

7.5 While you are in the employment of the Company, you would be governed by the Employee Confidentiality, Invention & Non-Solicitation Agreement, which is annexed to this appointment letter.

7.6 If any of the particulars furnished by you in your application or interview is found to be false or incorrect, your services are liable to be terminated without any notice or compensation.

Heron Health Private Limited
CIN: U85100CH2007PTC030955
Building 12C, 9th Floor, Raheja Mindspace,
Hyderabad - 500081, Telangana, India



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R.R. Dist. Telangana.

8. CODE OF CONDUCT

8.1 You are not authorized to represent the Company at any public forums, press meetings/conferences or publish articles in magazines/newspapers unless otherwise authorized by the representative of Heron Health Private Limited which the Management decides from time to time. Any views expressed in your personal capacity will be treated as your own and not that of the Company. The Company will not be responsible or liable for any claims that may arise out of such views.

8.2 You will be bound by the rules and regulations as declared by the Management hereafter, from time to time, in relation to conduct, discipline, medical fitness, leave, holidays and all matters relating to terms and conditions of service, network security and usage.

8.3 You will abide by all statutory and regulatory laws at all times and violation of any of these will attract immediate termination of employment.

8.4 Please refer to the Employee Handbook, which gives you an exhaustive coverage on compliance requirements.

9. PROVIDENT FUND

9.1 With effect from your date of joining you will be covered under the Employees Provident Fund Scheme as per the State Employees Provident Fund Act.

9.2 Employee's contribution towards Provident Fund will be deducted at 12% of basic salary. It will be deducted from the monthly salary and will be accounted in the pay slip.

9.3 In case you are already a member, the same account could be transferred to the Company and be continued by the Company.

10. RESIGNATION / TERMINATION FROM SERVICE

10.1 Your services can be terminated on either side by 2 months' notice or payment in lieu thereof at the sole discretion of the Management.

10.2 In case of any breach of trust, gross negligence of duty or for any other reasonable cause your services could be terminated without notice in which case no notice will be payable.

11. RETIREMENT

11.1 You will retire from the services of the Company on your attaining the age of 58 years.

11.2 For determination of age, the details in the documents furnished by you and verified by the Company at the time of joining, will be deemed to be final and binding.



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12. TRAINING AGREEMENT

As part of your employment with Company a training agreement of two (2) years will be applied to your role. You would be provided process specific training upon commencement of your employment. On account of the same, you will be provided a hardcopy of the training agreement document post joining. You will be required to sign and hand over the training agreement document to Human Resources Department.

With your acceptance to the offer, it is deemed that you have understood the clause and agree to the condition of the agreement. In the event of you not willing to adhere to the clause of training agreement associated to your role, your offer stands withdrawn.

13. REFERENCE CHECK

Your appointment/confirmation will be subject to your being found suitable after appropriate reference checks and antecedent verification.

14. BACKGROUND CHECK

Your employment is subject to satisfactory completion of a background check. The background check may include, but is not limited to, ID, employment, education, and professional license verification, right to work, criminal and credit checks, and is subject to allowable checks in your jurisdiction. Calyx reserves the right to rescind your offer in the event that the checks are unsatisfactory.

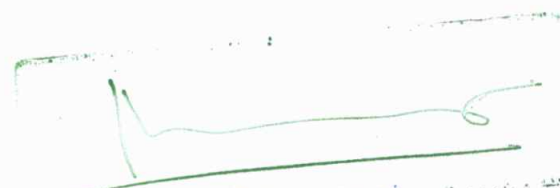
We welcome you to our organization and look forward to having a mutually beneficial association. Please sign the duplicate copy of this letter in token of your acceptance of the terms and conditions of service stated herein.

Please share the below copies at the time of joining:

1. One set of photocopies of your educational certificates
2. One set of photocopies of your address proof and date of birth
3. Digital color copy of your photograph
4. Experience certificates

Heron Health Private Limited
CIN: U85100CH2007PTC030955
Building 12C, 9th Floor, Raheja Mindspace,
Hyderabad - 500081, Telangana, India




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R.R. Dist. Telangana.

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- 5. Relieving Order
- 6. Form 16
- 7. Passport copy

Yours truly,

For **HERON HEALTH PRIVATE LIMITED,**

Shelley Latham

Shelley Latham
Chief People Officer

Heron Health Private Limited
CIN: U85100CH2007PTC030955
Building 12C, 9th Floor, Raheja Mindspace,
Hyderabad - 500081, Telangana, India



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EMPLOYMENT OFFER

14/07/2021

Challa Anisha

Dear Anisha,

With reference to your application for employment and interview and further discussions, we are pleased to offer you employment as **Associate** in **PrimEra Medical Technologies Private Limited**.

1. Date and place of Joining:

You are expected to join on **14/07/2021** You are required to complete the Joining Formalities and the documents required are mentioned in Annexure – A along with other Terms.

Your place of posting will be at Hyderabad - CV Heights.

2. Salary:

Your CTC will be **INR 275000/- (Rupees Two Lakh Seventy Five Thousand Only)** Which includes Gross Salary of **INR 254000/- per annum**. Statutory deductions will be applicable as per prevailing laws viz., Income tax, PT, PF, ESI etc. All perquisites and benefits including reimbursements are subject to Income Tax provisions, which may be applicable, including taxation on perquisite value. Detailed Salary Breakup available in Salary Annexure.

3. Conditions for the Employment offer:

Further to inform that, The company will conduct Back ground verification including but not limited to Education, previous employment and criminal records etc.,. In the event of statements and documents furnished at any stage of the recruitment or during employment founds false, misleads, omission or suppression of facts or if the company receive or notice adverse report against you that may detrimental to interest of the company, then the company shall have a right to terminate your employment at any point of time without giving a notice, nor any payment for any work done or in lieu of as stipulated any document, notwithstanding any other terms and conditions envisaged in any document. The company reserve the rights to initiate the action against you in the court of law as they deem fit for criminal breach of trust.

4. Offer Validity:

This offer of employment is valid for 24 working hours from the date of intimation to the candidate by any digitalized communication.

This letter of offer is based on the information furnished in your application and during the interviews, you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

5. Authorized Representative:



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R.R. Dist. Telangana.

The authorized representative on behalf of the company to issue the letter of employment offer to be signed and stamp by the designated persons

5.1 Human Resource Department

Kindly, refer to enclosed **Annexure A** for the terms and conditions of the offer.

We wish you a long and successful career at PrimEra.



Authorized Signatory

Sridevi Menon

Senior Manager - HR

Date: 14/07/2021

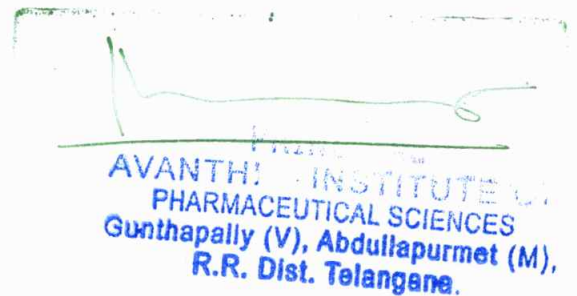
I declare and acknowledge that have read the letter of employment offer and understood the content and obligation. I have signed this offer without any coercion and free of mind to accept the same.

Signature of Candidate:

Date:

Place:

Note: (Attach a valid document to verify the signature)



SALARY ANNEXURE

Name: CH. Anisha

Designation: Associate

COMPENSATION DETAILS

Salary Components	INR - Monthly	INR - Annualized
Salary Components		
Basic	11458	137500
HRA	4583	55000
Other Allowance	0	0
Special Pay	3125	37500
Statutory Bonus.	2000	24000
Sub Total	21166	254000
Employer Contribution		
PF & EPS - Employer Cont.	1750	21000
Sub Total	1750	21000
Reimbursements		
Retention Bonus	0	0
Sub Total	0	0
Cost to the Company	22916	275000
Deduction		
PF (Employee Contribution)	1750	21000
Professional Tax	200	2400
Sub Total	1950	23400
Net Take Home (Excluding Applicable Taxes)	19217	230600

Notes: Details of Benefits offering by the company

- 1 Bonus/Statutory Bonus, if applicable as The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly installments in advance
- 2 Gratuity is applicable as per Payment of Gratuity Act 1972
- 3 Benefits – PrimEra Medical Technologies Pvt Ltd., will provide Medical Insurance for self, spouse and up to 2 kids. Also provide Accidental insurance for employee only
- 4 Reimbursements - Travel, Relocation, Certifications, Trainings/ Cab Facility/ Meal Card/ Insurance/Allowances/Bonus are as part of the Company Policy in force from time to time and may be altered/modified at any time without any prior notice
- 5 Company is providing the Meal card as per the policy which is not salary component.
- 6 Salary Structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/modified from time to time.



ANANTH INSTITUTE OF PHARMACEUTICAL SCIENCES
 Gouthapally (V), Abdullapurmet (M)
 R.R. Dist. Telangana.

Date: 10-Aug-2021
Ref: APL/Unit/HR/Offer/2021
Ms. Bongu Divya

Dear Ms. Bongu Divya,

Letter of Offer

With reference to your application and subsequent interview you had with us, we are pleased to advise you that you have been selected for the position of **Trainee - Production (Injectable)_UNIT - IV** in **Aurobindo Pharma Limited, UnitIV, Plot No.4 in Sy. No.151 and Plot Nos.34 to 48 in Sy. Nos. part of 146, 150, 151, 152, 153 and 154 situated in Phase III, APIIC, EPIP, IDA, Pashamylaram, Patancheru Revenue Mandal , Medak District 502 307, Telangana** on the terms and conditions as agreed by you at the time of interview and that are mentioned in Annexure - I.

You are advised to join on or before **12-Aug-2021**. You are advised to report at our Aurobindo Pharma Limited, UnitIV, Plot No.4 in Sy. No.151 and Plot Nos.34 to 48 in Sy. Nos. part of 146, 150, 151, 152, 153 and 154 situated in Phase III, APIIC, EPIP, IDA, Pashamylaram, Patancheru Revenue Mandal , Medak District 502 307, Telangana by 09:30 AM, to complete your joining formalities. Please note joining formalities will be taken either on **Monday, Wednesday or Friday** in any week.

While joining, you are advised to submit the following for our verification and records:

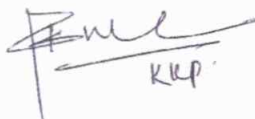
- Copies of certificates (including mark sheets) along with originals, for proof of age, educational qualifications, conduct etc.
- Independent references with phone Nos-Other than relatives.
- Passport size photographs – 08 Nos, stamp size photograph-02 Nos.
- Blood grouping certificate and medical fitness certificate- Original
- Copy of PAN card &Aadhar Card
- Recent Post card size colour photograph with family – full scape – 02 Nos for submitting the same to ESI (Family means Employee, spouse, children and dependent parents)

The regular appointment order will be issued at the time of your joining.

In case you do not join us by the stipulated time, this offer will be withdrawn at the sole discretion of management.

Please confirm your date of joining by e-mail Id:hr@aurobindo.com

For **AUROBINDO PHARMA LIMITED,**



KIRAN KUMAR P
DEPUTY GENERAL MANAGER-HUMAN RESOURCES

(CIN : L24239TG1986PLC015190)

AUROBINDO PHARMA LIMITED

PAN No. AABCA7366H

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 4059

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

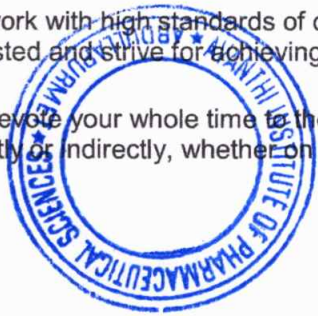
www.aurobindo.com



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Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana

Annexure - I

1. You will be under training for a period of one year from the date of your joining. You will be paid an amount of **Rs. 16,000** /- per Month. As a Trainee, you will not be entitled to any other benefits or privileges that are applicable to the other categories of employees.
2. On successful completion of the training period, you will be on probation for a period of six months. Be it clearly understood and agreed that as a trainee or as a probationer, you will not have any lien or right on the regular employment either during the initial or the extended period of training or probation.
3. If your performance and conduct are not satisfactory, the training or probationary period will be extended or dispensed away during the initial or at the extended period of training or probation, purely at the discretion of the Management. Unless otherwise informed to you in writing, the probation period may deem to have completed successfully.
4. The training that will be imparted to you involves considerable expenditure, both direct and indirect, financial and unliquidated. The training substantially improves your professional standing since considerable expenditure is incurred by the Company as an investment and hence the Company expects a commitment from you to serve the Company. 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 and without taking up employment with any other Company.
5. It is agreed and promised by you that, you shall enter into an Employment Agreement with the Company, to serve the Company for a minimum guaranteed period of three years and six months from the date of joining, out of which you being as a trainee, as a probationer and as confirmed employee. The Employment Agreement, which you entered with the Company is accepted and agreed by you voluntarily without any duress.
6. By accepting the employment agreement with the Company, you agree and acknowledge that any breach of agreement by you would lead to irreparable productivity and financial loss to the Company, for which the Company shall recover the damages from any amounts that are payable to you by the Company and further you may tend to lose lien on certain benefits as per the applicable laws.
7. You are governed by the following clauses, in case you breach of the terms and conditions of the Employment Agreement:
 - a. If you fail to complete the first two years of employment, you shall pay a compensation of Rs. 1,00,000/- (Rupees one lakh only) towards cost of training and liquidated damages,
 - b. If you fail to serve the remaining period, you shall pay to the Company a compensation of Rs.60,000/- (Rupees sixty thousand only) towards cost of training and liquidated damages.
8. You shall produce two Sureties or Guarantors for the minimum guaranteed period of three years and six months with an absolute and unrestricted right to recover the compensation as per Clause No.7, in case you fail to compensate the said amounts towards breach of agreement.
9. 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 training / probation / confirmation shall be terminated forthwith without any notice and further appropriate legal proceedings will be initiated.
10. 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.
11. You shall discharge such duties as may be entrusted to you from time to time by the Management.
12. You shall be governed by the Leave Rules of the Company and shall abide by the rules and regulations as well as Certified Standing Orders that are applicable to the establishment.
13. You shall work with high standards of discipline, initiative, efficiency and economy in the department or section, wherever you are posted and strive for achieving the objectives of the Company.
14. You shall devote your whole time to the business of the Organization and shall not undertake any other business or work, either directly or indirectly, whether on remuneration or not, except with written permission of the Management.



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- 15. You shall not divulge to anyone, particulars or details of the manufacturing/quality processes, technical know-how, product portfolio, on-going projects, future projects, marketing strategies, sales promotions plans, security arrangements, or of administrative and / or organization matters, by any means of communication, whether of confidential or not, that may become known / accessible to you for being associated with the Company.
- 16. The Company reserves the right to depute you for a limited period or transfer you on permanent basis to any other section / department / unit / location of the Company or its subsidiary companies that exists or may come up in future within the territory of India in your capacity for which you may be found fit and suitable, without reducing your existing benefits.
- 17. "Current Good Manufacturing Practices (cGMPs) are regulations (laws), established by respective countries and are being monitored by their agencies, which are similar and applicable across the world. Hence, it is a mandatory responsibility of all the pharmaceutical manufacturers to establish these principles into their routine operations and ensure that a drug is safe, correctly identified, of right strength, has the purity and has the overall Quality it claims. The cGMPs exists to protect patients from dangerous, adulterated and counterfeit drugs. It is important to note that, the product that has not been manufactured according to cGMPs is considered as Adulterated Drug, even it meets all specifications. Failing to comply with cGMPs has severe implications on the Organization with respect to legal compliance, customer/ partner relations, stock holdings, reputation in the global market and in fact its existence in the market.
 - a. Non-compliance of cGMP procedures/ practices knowingly shall be considered as betrayal and breach of integrity.
 - b. Any individual fails to comply with this commitment shall be liable to a very severe disciplinary action by the Company including termination of services, based on the facts and circumstances of the case.
 - c. This clause is applicable to the employees operating in cGMP areas.
- 18. You shall adhere to Quality Policy and Environment, Health & Safety (EHS) Policy of the Company in true spirit without any deviations.
- 19. Any absence from the duty without prior written sanction and/or permission from the respective reporting superior/s shall be considered as 'Un-authorized Absence' and attracts appropriate disciplinary action.
- 20. At the time of leaving the services of the Company, upon completion of eligible period of service for Gratuity payment, you are required to comply with all requirements prescribed in this regard including Claim Form to be submitted to HR, in order to receive the Gratuity on time
- 21. Any unauthorized absence for more than 7 (seven) consecutive working days shall be construed that you voluntarily abandoned your services and your name from the Company's muster rolls will be deleted putting an end to the employee and employer relationship and you will lose lien on employment, without prejudice to the rights of the Company.
- 22. You shall keep the Company informed of your postal address, telephone/mobile number, e-mail or any other means of communication including changes that may occur during the period of your association with the Company. Any communication sent to the last informed address is deemed as final and served.
- 23. The Company shall reimburse Relocation Charges / Notice Pay to you, which is mutually agreed / as per Policy, during interview process, subject to production of relevant supporting documents and the same shall be claimed within 3 (three) months from the date of formal joining. In case you leave the services of the Organization within a period of two years, the Company has a right to recover the same from the amounts payable to you.
- 24. In case you take any financial loan / salary advance from the Company and fail to repay the same as agreed during the period of your association with the Company, you along with Sureties, as applicable, shall be liable for appropriate legal proceedings as per the agreements you entered with the Company.
- 25. Notwithstanding any of the clauses mentioned herein, the Management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.



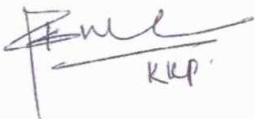
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26. Your services shall be terminable with three month's prior notice in writing on either side or three months' Notice Pay in lieu thereof.
27. You will be retired from the services of the Company on attainment of 58 years of age
28. Acceptance of 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.
29. Your attention is drawn to the 'Code of Conduct for dealing in shares of the Company' formulated as per the requirements of SEBI (Prohibition of Insider Trading) Regulations, 2015. As per the Code, all types of dealings in the shares of the Company are subject to pre-clearance and violation of the same will lead to imposing of penalties and / or other disciplinary action by the Company and also by SEBI. Further, you are required to disclose your shareholdings in the Company held by you or your immediate relative(s) as soon as you join the Company in Annexure-5 of the said Code. You may please refer to the Code or may contact Compliance Officer at cs@aurobindo.com or ig@aurobindo.com.
30. The appropriate Courts of Law situated in Hyderabad / Secunderabad shall alone have exclusive jurisdiction to try any disputes arising out of this contract of employment.

You are required to return the copy of this Letter of Offer along with Annexure-I duly signed by you as a token of your acceptance of all the terms and conditions.

We welcome you to Aurobindo family and wish you a happy and rewarding career with us.

For AUROBINDO PHARMA LIMITED,



KIRAN KUMAR P
DEPUTY GENERAL MANAGER-HUMAN RESOURCES

DECLARATION

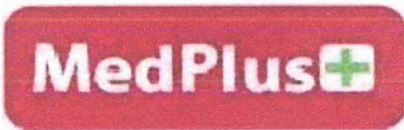
I have read and clearly understood all the terms and conditions mentioned in the Offer Letter along with Annexure-I. I hereby accept the offer and all the terms and conditions as stated above in toto.

Date:

Signature:



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R.R. Dist. Telangana.



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10th July, 2021

Dear **Solleti Harika**

Congratulations!

We are pleased to inform you that you have successfully completed our talent hiring process. We are happy to offer you as **Stock Audit Associate**. Your monthly gross salary will be **Rs.15000** per month. You may also receive a bonus on monthly basis and which would be to a maximum of 20.0 % of your monthly gross salary.

We are one of India's leading and fast growing healthcare retail companies, driven by a single minded goal of making healthcare delivery more customers centric. Our over 1350 pharmacies offer a wide selection of genuine medicines, stored under appropriate storage conditions, at best market prices. Our networked stores enable you as a customer to not only chooses from what's on offer in the store you visit but also from the extended range available at our warehouse. You can access our products, your bills and all your health records through our online store, MedPlus Mart.com, or on your mobile through the MedPlus App. We also offer accurate and reliable diagnostic testing through Med plus Lab and a great selection of optical products through MedPlus Lens. We are proud of our team. Risk Taking, Collaboration and entrepreneurial spirit are embedded in organization DNA.

We are confident you will have an excellent opportunity to learn and make a significant impact with your contribution.

Medplus is known for its integrity and ethics. It is reflected consistently in all our behaviors. We have a well-defined Code of Business Conduct.

We wish you a rewarding career with us.

Yours Sincerely

MedPlus Health Services Pvt. Ltd.

Sree Gopalam

Head – Employee Relations



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R.R. Dist. Telangana.

OFFER OF EMPLOYMENTDate: **05 Aug 2021**Ref App No. : **HA2A028**Mr/Ms/Mrs **CHINTA BALAKRISHNA**Dear **BALAKRISHNA**

This is reference to your CV.

We are pleased to offer you employment for a fixed period (contract) with our Organization **Shakya HR Solutions Pvt Ltd** as **SCIENTIST A1** in **ANALYTICAL** Department. You are required to report on **09/08/2021** at the client premises **ANALYS LAB Pvt Ltd., Unit-II**. Plot.no 47, IDA, Balanagar Vil & Mandal, R R Dist., Hyderabad - 500037, Telangana, INDIA. Your **CTC 2,06,364.00/-** Per Annum (Inclusive of other benefits).

At the time of joining you will be required to submit the below documents:

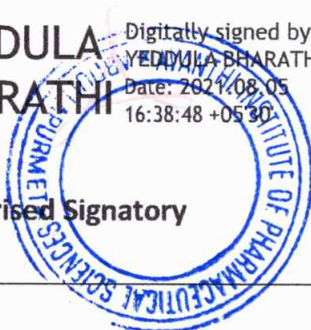
1. Resume
2. ID Proof
3. Address Proof
4. All Original Certificates (from SSC to Highest Qualification)
5. Offer letter & Relieving letter
6. 5 Passport Size Photos
7. E-AADHAR with DOB & PAN Card copies
8. Physical fitness Certificate
9. Rs.100/- Non-Judicial Stamp Paper on your Name

Further details of the emoluments and other terms and conditions would be available in appointment letter, which will follow on your submission of the above documents as per company norms.

For **Shakya HR Solutions Pvt Ltd.**

YEDDULA BHARATHI
Digitally signed by
YEDDULA BHARATHI
Date: 2021.08.05
16:38:48 +05'30'

Authorised Signatory



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Gunthapally (V), Abduitapurmet (M),
R.R. Dist. Telangana.

I hereby accept the above-mentioned terms and conditions.

OFFER OF EMPLOYMENTDate: **07 Aug 2021**Ref App No. : **HA2A031**Mr/Ms/Mrs **DASARI SRISAILAM**

Dear SRISAILAM


This is reference to your CV.

We are pleased to offer you employment for a fixed period (contract) with our Organization **Shakya HR Solutions Pvt Ltd** as **SCIENTIST A1** in **ANALYTICAL** Department. You are required to report on **10/08/2021** at the client premises **ANALYS LAB Pvt Ltd., Unit-II**. Plot.no 47, IDA, Balanagar Vil & Mandal, R R Dist., Hyderabad - 500037, Telangana, INDIA. Your **CTC 2,06,364.00/-** Per Annum (Inclusive of other benefits).

At the time of joining you will be required to submit the below documents:

1. Resume
2. ID Proof
3. Address Proof
4. All Original Certificates (from SSC to Highest Qualification)
5. Offer letter & Relieving letter
6. 5 Passport Size Photos
7. E-AADHAR with DOB & PAN Card copies
8. Physical fitness Certificate
9. Rs.100/- Non-Judicial Stamp Paper on your Name

Further details of the emoluments and other terms and conditions would be available in appointment letter, which will follow on your submission of the above documents as per company norms.

For **Shakya HR Solutions Pvt Ltd.****YEDDULA
BHARATHI**Digitally signed by
YEDDULA BHARATHI
Date: 2021.08.07
15:38:48 +05'30'**Authorised Signatory**
**PRINCIPAL
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Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.**

I hereby accept the above-mentioned terms and conditions.

OFFER OF EMPLOYMENTDate: **07 Aug 2021**Ref App No. : **HA2A031**Mr/Ms/Mrs **KODIMALA SINDHU**

Dear SINDHU

This is reference to your CV.

We are pleased to offer you employment for a fixed period (contract) with our Organization **Shakya HR Solutions Pvt Ltd** as **SCIENTIST A1** in **ANALYTICAL** Department. You are required to report on **10/08/2021** at the client premises **ANALYS LAB Pvt Ltd., Unit-II**. Plot.no 47, IDA, Balanagar Vil & Mandal, R R Dist., Hyderabad - 500037, Telangana, INDIA. Your **CTC 2,06,364.00/-** Per Annum (Inclusive of other benefits).

At the time of joining you will be required to submit the below documents:

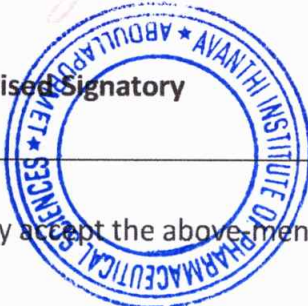
1. Resume
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7. E-AADHAR with DOB & PAN Card copies
8. Physical fitness Certificate
9. Rs.100/- Non-Judicial Stamp Paper on your Name

Further details of the emoluments and other terms and conditions would be available in appointment letter, which will follow on your submission of the above documents as per company norms.

For **Shakya HR Solutions Pvt Ltd.**

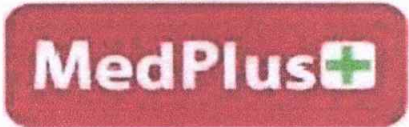
YEDDULA BHARATHI
Digitally signed by
YEDDULA BHARATHI
Date: 2021.08.07
15:38:48 +05'30'

Authorised Signatory



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R.R. Dist. Telangana.

I hereby accept the above-mentioned terms and conditions.



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05th August, 2021

Dear **Kothakapu Ramakrishna reddy**

Congratulations!

We are pleased to inform you that you have successfully completed our talent hiring process. We are happy to offer you as **Stock Audit Associate**. Your monthly gross salary will be **Rs.15000** per month. You may also receive a bonus on monthly basis and which would be to a maximum of 20.0 % of your monthly gross salary.

We are one of India's leading and fast growing healthcare retail companies, driven by a single minded goal of making healthcare delivery more customers centric. Our over 1350 pharmacies offer a wide selection of genuine medicines, stored under appropriate storage conditions, at best market prices. Our networked stores enable you as a customer to not only chooses from what's on offer in the store you visit but also from the extended range available at our warehouse. You can access our products, your bills and all your health records through our online store, MedPlus Mart.com, or on your mobile through the MedPlus App. We also offer accurate and reliable diagnostic testing through Med plus Lab and a great selection of optical products through MedPlus Lens. We are proud of our team. Risk Taking, Collaboration and entrepreneurial spirit are embedded in organization DNA.

We are confident you will have an excellent opportunity to learn and make a significant impact with your contribution.

Medplus is known for its integrity and ethics. It is reflected consistently in all our behaviors. We have a well-defined Code of Business Conduct.

We wish you a rewarding career with us.

Yours Sincerely

MedPlus Health Services Pvt. Ltd.

Sree Gopalam

Head – Employee Relations



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R.R. Dist. Telangana.**

SS&C

Date: December 12, 2021.

To

N.SRAVANTHI,
Location: Hyderabad,
India Business Title: Associate – Health Care Claims
Workday Title: Health Care Claims Examiner I
Grade: SI

Sub: Appointment Letter

DST Worldwide Services India Private Limited is pleased to appoint you in its services with effect from December 14, 2021 subject to the terms and conditions set out in this letter.

You hereby acknowledge that the terms and conditions of employment as set out in this letter shall be governed by the policies and guidelines issued by the Company from time to time. You agree to be bound by any and all such policies and guidelines and acknowledge that such policies and guideline may be amended or modified or withdrawn from time to time at the sole discretion of the Company. Such change shall be notified by the Company to you at the earlier opportunity and shall be binding upon you.

1. Designation:

1] The Company agrees to employ you and you agree to act as “Associate – Health Care Claims” (India Business Title)” and serve the Company upon the terms and subject to the conditions set out in this letter. Your designation is subject to change as per the roles, responsibilities and work assigned to you from time to time.

2. Compensation:

2] You will be entitled for an annual cost to company (CTC) of Rs. **2,31, 516.** (Rupees Two Lakh Thirty-One Thousand Five Hundred Sixteen Only) per annum. For details of your remuneration structure, please refer to the enclosed Annexure-A.

2.2 All amount payable by the Company under this letter shall be subject to such withholding tax, tax deduction at source or any other taxes as may be required under applicable laws, other statutory deductions, if any and social security contributions. However, it shall remain your responsibility to meet your tax liabilities.

DST Worldwide Services India Private Limited 5th Floor, Block B. Q City, Narayanaguda, Central University Campus, Gachibowli,
Hyderabad – 500048, Telangana, India: +91 40- 66125555, +91-40 66125999
CIN # UT2200TG20000PT7C034124



SSctech.Com


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R.R. Dist. Telangana.

Date: 10 Nov 2021

Ref: OMICS/HR/OFFER

Mr/Ms. KAMADANAM KIRANMAI

SUB: ON JOB TRAINEE-LETTER OF INTENT

Dear KAMADANAM KIRANMAI,

With reference to your application and following subsequent discussion with you, we are happy to offer you the position of an "On Job Trainee" in conferences division and you will be required to join us on **18 Nov 2021**.


You will be joining us as an "On Job Trainee" and will be under training for first six months. During this period, you will be under observation and depending on your performance and as per job vacancies; you will be offered fixed term employment with OMICS Group. You will receive a **salary of Rs. 400000/-** per annum.

We are welcoming you on-board for a successful learning with OMICS family.

Please feel free to get in touch with us for any queries.

OMICS International Pvt. Ltd.**K V Mahesh****Human Resources****OMIS International Pvt. Ltd.*****Note:**

On verification, at the time of appointment or later it is found that you have furnished wrong information, in such cases your services with the company will be liable for termination.


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R.R. Dist. Nizampet.

Date: 13-Sep-2021
Ref: APL/Unit/HR/Offer/2021
Ms. Gurram Satyavathi

Dear Ms. Satyavathi,

Letter of Offer

With reference to your application and subsequent interview you had with us, we are pleased to advise you that you have been selected for the position of **Trainee - Production (Injectable)_UNIT - IV** in **Aurobindo Pharma Limited, UnitIV, Plot No.4 in Sy. No.151 and Plot Nos.34 to 48 in Sy. Nos. part of 146, 150, 151, 152, 153 and 154 situated in Phase III, APIIC, EPIP, IDA, Pashamylaram, Patancheru Revenue Mandal , Medak District 502 307, Telangana** on the terms and conditions as agreed by you at the time of interview and that are mentioned in Annexure - I.

You are advised to join on or before **16-Sep-2021**. You are advised to report at our Aurobindo Pharma Limited, UnitIV, Plot No.4 in Sy. No.151 and Plot Nos.34 to 48 in Sy. Nos. part of 146, 150, 151, 152, 153 and 154 situated in Phase III, APIIC, EPIP, IDA, Pashamylaram, Patancheru Revenue Mandal , Medak District 502 307, Telangana by 09:30 AM, to complete your joining formalities. Please note joining formalities will be taken either on **Monday, Wednesday or Friday** in any week.

While joining, you are advised to submit the following for our verification and records:

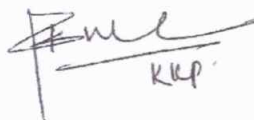
- Copies of certificates (including mark sheets) along with originals, for proof of age, educational qualifications, conduct etc.
- Independent references with phone Nos-Other than relatives.
- Passport size photographs – 08 Nos, stamp size photograph-02 Nos.
- Blood grouping certificate and medical fitness certificate- Original
- Copy of PAN card & Aadhar Card
- Recent Post card size colour photograph with family – full scape – 02 Nos for submitting the same to ESI (Family means Employee, spouse, children and dependent parents)

The regular appointment order will be issued at the time of your joining.

In case you do not join us by the stipulated time, this offer will be withdrawn at the sole discretion of management.

Please confirm your date of joining by e-mail Id: hr@aurobindo.com

For **AUROBINDO PHARMA LIMITED,**


K.K.P.

KIRAN KUMAR P
DEPUTY GENERAL MANAGER-HUMAN RESOURCES

(CIN : L24239TG1988PLC015190)


AUROBINDO PHARMA LIMITED

PAN No. AABCA7366H

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 4059

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

www.aurobindo.com


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R.R. Dist. Telangana.

Annexure – I

1. You will be under training for a period of one year from the date of your joining. You will be paid an amount of **Rs. 16,000** /- per Month. As a Trainee, you will not be entitled to any other benefits or privileges that are applicable to the other categories of employees.
2. On successful completion of the training period, you will be on probation for a period of six months. Be it clearly understood and agreed that as a trainee or as a probationer, you will not have any lien or right on the regular employment either during the initial or the extended period of training or probation.
3. If your performance and conduct are not satisfactory, the training or probationary period will be extended or dispensed away during the initial or at the extended period of training or probation, purely at the discretion of the Management. Unless otherwise informed to you in writing, the probation period may deem to have completed successfully.
4. The training that will be imparted to you involves considerable expenditure, both direct and indirect, financial and unliquidated. The training substantially improves your professional standing since considerable expenditure is incurred by the Company as an investment and hence the Company expects a commitment from you to serve the Company. 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 and without taking up employment with any other Company.
5. It is agreed and promised by you that, you shall enter into an Employment Agreement with the Company, to serve the Company for a minimum guaranteed period of three years and six months from the date of joining, out of which you being as a trainee, as a probationer and as confirmed employee. The Employment Agreement, which you entered with the Company is accepted and agreed by you voluntarily without any duress.
6. By accepting the employment agreement with the Company, you agree and acknowledge that any breach of agreement by you would lead to irreparable productivity and financial loss to the Company, for which the Company shall recover the damages from any amounts that are payable to you by the Company and further you may tend to lose lien on certain benefits as per the applicable laws.
7. You are governed by the following clauses, in case you breach of the terms and conditions of the Employment Agreement:
 - a. If you fail to complete the first two years of employment, you shall pay a compensation of Rs. 1,00,000/- (Rupees one lakh only) towards cost of training and liquidated damages,
 - b. If you fail to serve the remaining period, you shall pay to the Company a compensation of Rs.60,000/- (Rupees sixty thousand only) towards cost of training and liquidated damages.
8. You shall produce two Sureties or Guarantors for the minimum guaranteed period of three years and six months with an absolute and unrestricted right to recover the compensation as per Clause No.7, in case you fail to compensate the said amounts towards breach of agreement.
9. 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 training / probation / confirmation shall be terminated forthwith without any notice and further appropriate legal proceedings will be initiated.
10. 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.
11. You shall discharge such duties as may be entrusted to you from time to time by the Management.
12. You shall be governed by the Leave Rules of the Company and shall abide by the rules and regulations as well as Certified Standing Orders that are applicable to the establishment.
13. You shall work with high standards of discipline, initiative, efficiency and economy in the department or section, wherever you are posted and strive for achieving the objectives of the Company.
14. You shall devote your whole time to the business of the Organization and shall not undertake any other business or work, either directly or indirectly, whether on remuneration or not, except with written permission of the Management.



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R.R. Dist. Telangana.

- 15. You shall not divulge to anyone, particulars or details of the manufacturing/quality processes, technical know-how, product portfolio, on-going projects, future projects, marketing strategies, sales promotions plans, security arrangements, or of administrative and / or organization matters, by any means of communication, whether of confidential or not, that may become known / accessible to you for being associated with the Company.
- 16. The Company reserves the right to depute you for a limited period or transfer you on permanent basis to any other section / department / unit / location of the Company or its subsidiary companies that exists or may come up in future within the territory of India in your capacity for which you may be found fit and suitable, without reducing your existing benefits.
- 17. "Current Good Manufacturing Practices (cGMPs) are regulations (laws), established by respective countries and are being monitored by their agencies, which are similar and applicable across the world. Hence, it is a mandatory responsibility of all the pharmaceutical manufacturers to establish these principles into their routine operations and ensure that a drug is safe, correctly identified, of right strength, has the purity and has the overall Quality it claims. The cGMPs exists to protect patients from dangerous, adulterated and counterfeit drugs. It is important to note that, the product that has not been manufactured according to cGMPs is considered as Adulterated Drug, even it meets all specifications. Failing to comply with cGMPs has severe implications on the Organization with respect to legal compliance, customer/ partner relations, stock holdings, reputation in the global market and in fact its existence in the market.
 - a. Non-compliance of cGMP procedures/ practices knowingly shall be considered as betrayal and breach of integrity.
 - b. Any individual fails to comply with this commitment shall be liable to a very severe disciplinary action by the Company including termination of services, based on the facts and circumstances of the case.
 - c. This clause is applicable to the employees operating in cGMP areas.
- 18. You shall adhere to Quality Policy and Environment, Health & Safety (EHS) Policy of the Company in true spirit without any deviations.
- 19. Any absence from the duty without prior written sanction and/or permission from the respective reporting superior/s shall be considered as 'Un-authorized Absence' and attracts appropriate disciplinary action.
- 20. At the time of leaving the services of the Company, upon completion of eligible period of service for Gratuity payment, you are required to comply with all requirements prescribed in this regard including Claim Form to be submitted to HR, in order to receive the Gratuity on time
- 21. Any unauthorized absence for more than 7 (seven) consecutive working days shall be construed that you voluntarily abandoned your services and your name from the Company's muster rolls will be deleted putting an end to the employee and employer relationship and you will lose lien on employment, without prejudice to the rights of the Company.
- 22. You shall keep the Company informed of your postal address, telephone/mobile number, e-mail or any other means of communication including changes that may occur during the period of your association with the Company. Any communication sent to the last informed address is deemed as final and served.
- 23. The Company shall reimburse Relocation Charges / Notice Pay to you, which is mutually agreed / as per Policy, during interview process, subject to production of relevant supporting documents and the same shall be claimed within 3 (three) months from the date of formal joining. In case you leave the services of the Organization within a period of two years, the Company has a right to recover the same from the amounts payable to you.
- 24. In case you take any financial loan / salary advance from the Company and fail to repay the same as agreed during the period of your association with the Company, you along with Sureties, as applicable, shall be liable for appropriate legal proceedings as per the agreements you entered with the Company.
- 25. Notwithstanding any of the clauses mentioned herein, the Management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.



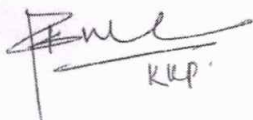
[Handwritten Signature]
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 AVANTHI INSTITUTE OF
 PHARMACEUTICAL SCIENCES
 Gunthapally (V), Abdullapurmet (M),
 R.R. Dist. Telangana.

- 26. Your services shall be terminable with three month's prior notice in writing on either side or three months' Notice Pay in lieu thereof.
- 27. You will be retired from the services of the Company on attainment of 58 years of age
- 28. 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.
- 29. Your attention is drawn to the 'Code of Conduct for dealing in shares of the Company' formulated as per the requirements of SEBI (Prohibition of Insider Trading) Regulations, 2015. As per the Code, all types of dealings in the shares of the Company are subject to pre-clearance and violation of the same will lead to imposing of penalties and / or other disciplinary action by the Company and also by SEBI. Further, you are required to disclose your shareholdings in the Company held by you or your immediate relative(s) as soon as you join the Company in Annexure-5 of the said Code. You may please refer to the Code or may contact Compliance Officer at cs@aurobindo.com or ig@aurobindo.com.
- 30. The appropriate Courts of Law situated in Hyderabad / Secunderabad shall alone have exclusive jurisdiction to try any disputes arising out of this contract of employment.

You are required to return the copy of this Letter of Offer along with Annexure-I duly signed by you as a token of your acceptance of all the terms and conditions.

We welcome you to Aurobindo family and wish you a happy and rewarding career with us.

For AUROBINDO PHARMA LIMITED,




**KIRAN KUMAR P
DEPUTY GENERAL MANAGER-HUMAN RESOURCES**

DECLARATION

I have read and clearly understood all the terms and conditions mentioned in the Offer Letter along with Annexure-I. I hereby accept the offer and all the terms and conditions as stated above in toto.

Date:

Signature:

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R.R. Dist. Telangana.**

SS&C

Date: December 12, 2021.

To

VAISHALI CHAVAN,
Location: Hyderabad,
India Business Title: Associate – Health Care Claims
Workday Title: Health Care Claims Examiner I
Grade: SI

Sub: Appointment Letter

DST Worldwide Services India Private Limited is pleased to appoint you in its services with effect from December 14, 2021 subject to the terms and conditions set out in this letter.

You hereby acknowledge that the terms and conditions of employment as set out in this letter shall be governed by the policies and guidelines issued by the Company from time to time. You agree to be bound by any and all such policies and guidelines and acknowledge that such policies and guideline may be amended or modified or withdrawn from time to time at the sole discretion of the Company. Such change shall be notified by the Company to you at the earlier opportunity and shall be binding upon you.

1. Designation:

1] The Company agrees to employ you and you agree to act as “Associate – Health Care Claims” (India Business Title)” and serve the Company upon the terms and subject to the conditions set out in this letter. Your designation is subject to change as per the roles, responsibilities and work assigned to you from time to time.

2. Compensation:


2] You will be entitled for an annual cost to company (CTC) of Rs. **2,31, 516.** (Rupees Two Lakh Thirty-One Thousand Five Hundred Sixteen Only) per annum. For details of your remuneration structure, please refer to the enclosed Annexure-A.

2.2 All amount payable by the Company under this letter shall be subject to such withholding tax, tax deduction at source or any other taxes as may be required under applicable laws, other statutory deductions, if any and social security contributions. However, it shall remain your responsibility to meet your tax liabilities.

DST Worldwide Services India Private Limited 5th Floor, Block B. Q City, Narayanaguda, Central University Campus, Gachibowli,
Hyderabad – 500048, Telangana, India: +91 40- 66125555, +91-40 66125999
CIN # UT2200TG20000PT7C034124



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Gunthapally (V), Abdullapurmet (M),
E. G. Road, Hyderabad



Date: July 10, 2021

To

Gurigalla Krishna

LETTER OF INTENT

Dear **Gurigalla Krishna**

Congratulations!!

After a comprehensive review of your test paper, we are pleased to offer you this letter of intent to join the company as a Junior Process Associate at SDS Pathology Pvt. Ltd, Hyderabad. Your initial annual CTC will be Rs.180000/-. Your date of joining will be on or before 12/07/2021.

You are requested to present a copy of this letter, original SSC certificate, four coloured passport size photographs, and a copy each of your Aadhaar and PAN when you report to the office. Failing to comply with the above would result in automatic cancellation of your offer.

SDS Pathology India Pvt. Ltd

U. V. Narasimha Murthy

HR- MANAGER



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R.R. Dist. Telangana.



Date: July 10, 2021

To

Kancharla Sindhuja

LETTER OF INTENT

Dear **Kancharla Sindhuja**

Congratulations!!

After a comprehensive review of your test paper, we are pleased to offer you this letter of intent to join the company as a Junior Process Associate at SDS Pathology Pvt. Ltd, Hyderabad. Your initial annual CTC will be Rs.180000/-. Your date of joining will be on or before 12/07/2021.

You are requested to present a copy of this letter, original SSC certificate, four coloured passport size photographs, and a copy each of your Aadhaar and PAN when you report to the office. Failing to comply with the above would result in automatic cancellation of your offer.

SDS Pathology India Pvt. Ltd

U. V. Narasimha Murthy

HR- MANAGER



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R.R. Dist. Telangana.**

Date: 13-Sep-2021
Ref: APL/Unit/HR/Offer/2021
Mr. L.Prabhakar reddy

Dear Mr. Prabhakar reddy,

Letter of Offer

With reference to your application and subsequent interview you had with us, we are pleased to advise you that you have been selected for the position of **Trainee - Production (Injectable)_UNIT - IV** in **Aurobindo Pharma Limited, UnitIV, Plot No.4 in Sy. No.151 and Plot Nos.34 to 48 in Sy. Nos. part of 146, 150, 151, 152, 153 and 154 situated in Phase III, APIIC, EPIP, IDA, Pashamylaram, Patancheru Revenue Mandal , Medak District 502 307, Telangana** on the terms and conditions as agreed by you at the time of interview and that are mentioned in Annexure - I.

You are advised to join on or before **16-Sep-2021**. You are advised to report at our Aurobindo Pharma Limited, UnitIV, Plot No.4 in Sy. No.151 and Plot Nos.34 to 48 in Sy. Nos. part of 146, 150, 151, 152, 153 and 154 situated in Phase III, APIIC, EPIP, IDA, Pashamylaram, Patancheru Revenue Mandal , Medak District 502 307, Telangana by 09:30 AM, to complete your joining formalities. Please note joining formalities will be taken either on **Monday, Wednesday or Friday** in any week.

While joining, you are advised to submit the following for our verification and records:

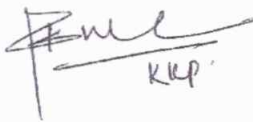
- Copies of certificates (including mark sheets) along with originals, for proof of age, educational qualifications, conduct etc.
- Independent references with phone Nos-Other than relatives.
- Passport size photographs – 08 Nos, stamp size photograph-02 Nos.
- Blood grouping certificate and medical fitness certificate- Original
- Copy of PAN card & Aadhar Card
- Recent Post card size colour photograph with family – full scape – 02 Nos for submitting the same to ESI (Family means Employee, spouse, children and dependent parents)

The regular appointment order will be issued at the time of your joining.

In case you do not join us by the stipulated time, this offer will be withdrawn at the sole discretion of management.

Please confirm your date of joining by e-mail Id: hr@aurobindo.com

For **AUROBINDO PHARMA LIMITED,**



KIRAN KUMAR P
DEPUTY GENERAL MANAGER-HUMAN RESOURCES

(CIN : L24239TG1986PLC015190)


AUROBINDO PHARMA LIMITED

PAN No. AABCA7366H

Corp off.: The Water Mark Building, Plot No. 11, Survey No.9, Hi-tech City, Kondapur, Hyderabad - 500 094 T.S., INDIA Tel: +91 40 6672 5000 / 1200 Fax: +91 40 6707 4059

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

www.aurobindo.com

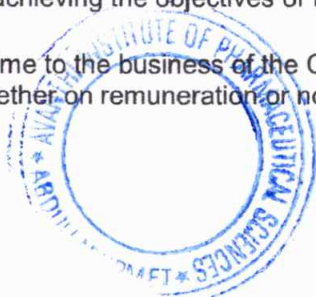


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Annexure - I

1. You will be under training for a period of one year from the date of your joining. You will be paid an amount of **Rs. 16,000** /- per Month. As a Trainee, you will not be entitled to any other benefits or privileges that are applicable to the other categories of employees.
2. On successful completion of the training period, you will be on probation for a period of six months. Be it clearly understood and agreed that as a trainee or as a probationer, you will not have any lien or right on the regular employment either during the initial or the extended period of training or probation.
3. If your performance and conduct are not satisfactory, the training or probationary period will be extended or dispensed away during the initial or at the extended period of training or probation, purely at the discretion of the Management. Unless otherwise informed to you in writing, the probation period may deem to have completed successfully.
4. The training that will be imparted to you involves considerable expenditure, both direct and indirect, financial and unliquidated. The training substantially improves your professional standing since considerable expenditure is incurred by the Company as an investment and hence the Company expects a commitment from you to serve the Company. 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 and without taking up employment with any other Company.
5. It is agreed and promised by you that, you shall enter into an Employment Agreement with the Company, to serve the Company for a minimum guaranteed period of three years and six months from the date of joining, out of which you being as a trainee, as a probationer and as confirmed employee. The Employment Agreement, which you entered with the Company is accepted and agreed by you voluntarily without any duress.
6. By accepting the employment agreement with the Company, you agree and acknowledge that any breach of agreement by you would lead to irreparable productivity and financial loss to the Company, for which the Company shall recover the damages from any amounts that are payable to you by the Company and further you may tend to lose lien on certain benefits as per the applicable laws.
7. You are governed by the following clauses, in case you breach of the terms and conditions of the Employment Agreement:
 - a. If you fail to complete the first two years of employment, you shall pay a compensation of Rs. 1,00,000/- (Rupees one lakh only) towards cost of training and liquidated damages,
 - b. If you fail to serve the remaining period, you shall pay to the Company a compensation of Rs.60,000/- (Rupees sixty thousand only) towards cost of training and liquidated damages.
8. You shall produce two Sureties or Guarantors for the minimum guaranteed period of three years and six months with an absolute and unrestricted right to recover the compensation as per Clause No.7, in case you fail to compensate the said amounts towards breach of agreement.
9. 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 training / probation / confirmation shall be terminated forthwith without any notice and further appropriate legal proceedings will be initiated.
10. 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.
11. You shall discharge such duties as may be entrusted to you from time to time by the Management.
12. You shall be governed by the Leave Rules of the Company and shall abide by the rules and regulations as well as Certified Standing Orders that are applicable to the establishment.
13. You shall work with high standards of discipline, initiative, efficiency and economy in the department or section, wherever you are posted and strive for achieving the objectives of the Company.
14. You shall devote your whole time to the business of the Organization and shall not undertake any other business or work, either directly or indirectly, whether on remuneration or not, except with written permission of the Management.



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15. You shall not divulge to anyone, particulars or details of the manufacturing/quality processes, technical know-how, product portfolio, on-going projects, future projects, marketing strategies, sales promotions plans, security arrangements, or of administrative and / or organization matters, by any means of communication, whether of confidential or not, that may become known / accessible to you for being associated with the Company.
 16. The Company reserves the right to depute you for a limited period or transfer you on permanent basis to any other section / department / unit / location of the Company or its subsidiary companies that exists or may come up in future within the territory of india in your capacity for which you may be found fit and suitable, without reducing your existing benefits.
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 - a. Non-compliance of cGMP procedures/ practices knowingly shall be considered as betrayal and breach of integrity.
 - b. Any individual fails to comply with this commitment shall be liable to a very severe disciplinary action by the Company including termination of services, based on the facts and circumstances of the case.
 - c. This clause is applicable to the employees operating in cGMP areas.
 18. You shall adhere to Quality Policy and Environment, Health & Safety (EHS) Policy of the Company in true spirit without any deviations.
 19. Any absence from the duty without prior written sanction and/or permission from the respective reporting superior/s shall be considered as 'Un-authorized Absence' and attracts appropriate disciplinary action.
 20. At the time of leaving the services of the Company, upon completion of eligible period of service for Gratuity payment, you are required to comply with all requirements prescribed in this regard including Claim Form to be submitted to HR, in order to receive the Gratuity on time
 21. Any unauthorized absence for more than 7 (seven) consecutive working days shall be construed that you voluntarily abandoned your services and your name from the Company's muster roils will be deleted putting an end to the employee and employer relationship and you will lose lien on employment, without prejudice to the rights of the Company.
 22. You shall keep the Company informed of your postal address, telephone/mobile number, e-mail or any other means of communication including changes that may occur during the period of your association with the Company. Any communication sent to the last informed address is deemed as final and served.
 23. The Company shall reimburse Relocation Charges / Notice Pay to you, which is mutually agreed / as per Policy, during interview process, subject to production of relevant supporting documents and the same shall be claimed within 3 (three) months from the date of formal joining. In case you leave the services of the Organization within a period of two years, the Company has a right to recover the same from the amounts payable to you.
 24. In case you take any financial loan / salary advance from the Company and fail to repay the same as agreed during the period of your association with the Company, you along with Sureties, as applicable, shall be liable for appropriate legal proceedings as per the agreements you entered with the Company.
 25. Notwithstanding any of the clauses mentioned herein, the Management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.



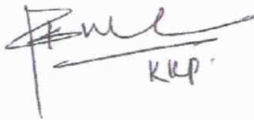

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- 26. Your services shall be terminable with three month's prior notice in writing on either side or three months' Notice Pay in lieu thereof.
- 27. You will be retired from the services of the Company on attainment of 58 years of age
- 28. Acceptance 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.
- 29. Your attention is drawn to the 'Code of Conduct for dealing in shares of the Company' formulated as per the requirements of SEBI (Prohibition of Insider Trading) Regulations, 2015. As per the Code, all types of dealings in the shares of the Company are subject to pre-clearance and violation of the same will lead to imposing of penalties and / or other disciplinary action by the Company and also by SEBI. Further, you are required to disclose your shareholdings in the Company held by you or your immediate relative(s) as soon as you join the Company in Annexure-5 of the said Code. You may please refer to the Code or may contact Compliance Officer at cs@aurobindo.com or ig@aurobindo.com.
- 30. The appropriate Courts of Law situated in Hyderabad / Secunderabad shall alone have exclusive jurisdiction to try any disputes arising out of this contract of employment.

You are required to return the copy of this Letter of Offer along with Annexure-I duly signed by you as a token of your acceptance of all the terms and conditions.

We welcome you to Aurobindo family and wish you a happy and rewarding career with us.

For AUROBINDO PHARMA LIMITED,




**KIRAN KUMAR P
DEPUTY GENERAL MANAGER-HUMAN RESOURCES**

DECLARATION

I have read and clearly understood all the terms and conditions mentioned in the Offer Letter along with Annexure-I. I hereby accept the offer and all the terms and conditions as stated above in toto.

Date:

Signature:

**PRINCIPAL
AVANTI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Sudhapanthi (M), Abdulsourmet (M)**

SS&C

Date: December 12, 2021.

To

N.ALAVELU,
Location: Hyderabad,
India Business Title: Associate – Health Care Claims
Workday Title: Health Care Claims Examiner I
Grade: SI

Sub: Appointment Letter

DST Worldwide Services India Private Limited is pleased to appoint you in its services with effect from December 14, 2021 subject to the terms and conditions set out in this letter.

You hereby acknowledge that the terms and conditions of employment as set out in this letter shall be governed by the policies and guidelines issued by the Company from time to time. You agree to be bound by any and all such policies and guidelines and acknowledge that such policies and guideline may be amended or modified or withdrawn from time to time at the sole discretion of the Company. Such change shall be notified by the Company to you at the earlier opportunity and shall be binding upon you.

1. Designation:

1] The Company agrees to employ you and you agree to act as “Associate – Health Care Claims” (India Business Title)” and serve the Company upon the terms and subject to the conditions set out in this letter. Your designation is subject to change as per the roles, responsibilities and work assigned to you from time to time.

2. Compensation:

2] You will be entitled for an annual cost to company (CTC) of Rs. **2,31, 516.** (Rupees Two Lakh Thirty-One Thousand Five Hundred Sixteen Only) per annum. For details of your remuneration structure, please refer to the enclosed Annexure-A.

2.2 All amount payable by the Company under this letter shall be subject to such withholding tax, tax deduction at source or any other taxes as may be required under applicable laws, other statutory deductions, if any and social security contributions. However, it shall remain your responsibility to meet your tax liabilities.

DST Worldwide Services India Private Limited 5th Floor, Block B. Q City, Narayanaguda, Central University Campus, Gachibowli,
Hyderabad – 500048, Telangana, India: +91 40- 66125555, +91-40 66125999
CIN # UT2200TG20000PT7C034124



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R.R. Dist. Telangana.

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Date: December 12, 2021.

To

Y.KALPANA,
Location: Hyderabad,
India Business Title: Associate – Health Care Claims
Workday Title: Health Care Claims Examiner I
Grade: SI

Sub: Appointment Letter

DST Worldwide Services India Private Limited is pleased to appoint you in its services with effect from December 14, 2021 subject to the terms and conditions set out in this letter.

You hereby acknowledge that the terms and conditions of employment as set out in this letter shall be governed by the policies and guidelines issued by the Company from time to time. You agree to be bound by any and all such policies and guidelines and acknowledge that such policies and guideline may be amended or modified or withdrawn from time to time at the sole discretion of the Company. Such change shall be notified by the Company to you at the earlier opportunity and shall be binding upon you.

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