



5.2.1.1 Number of outgoing students placed and or progressed to higher education during the academic year 2021-2022

SUMMARY OF STUDENTS PLACED AND HIGHER EDUCATION ACADEMIC YEAR 2021-2022

ACADEMIC YEAR	2021-2022
NUMBER OF FINAL YEAR STUDENTS	149
NUMBER OF STUDENTS PLACED	108
NUMBER OF STUDENTS PROGRESSED TO HIGHER EDUCATION	19
TOTAL NUMBER OF STUDENTS PLACED AND HIGHER EDUCATION	127
PERCENTAGE OF PLACEMENT OF OUTGOING STUDENTS AND STUDENTS PROGRESSED TO HIGHER EDUCATION	85.2%



- PRINCIPAL
Avanthi's Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.



PLACEMENT DETAILS 2021-2022

SNO	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	2021-2022	S.VARSHITH REDDY	IV YEAR BPHARM	2022	MSN LABORATORIES PRIVATE LIMITED +91-40-30438600	1.8LPA	9-11
2	2021-2022	P.SATHYA BHARGAVI	IV YEAR BPHARM	2022	JEEVAN SCIENTIFIC TECHNOLOGY LIMITED +91-40-67364700	1.62LPA	12
3	2021-2022	D.SREEJA	IV YEAR BPHARM	2022	PRIMERA MEDICAL TECHNOLOGIES040 66007700	2.75LPA	13
4	2021-2022	ARJAN CHAKRABORTHY	IV YEAR BPHARM	2022	SCEPTRE MEDICAL INDIA PRIVATE LIMITED 011-45067231	1.8LPA	14
5	2021-2022	E.SOWJANYA	IV YEAR BPHARM	2022	VEE TECHNOLOGIES PRIVATE LIMITED 8023085600	2LPA	15-16
6	2021-2022	A.PADMAKSHI	IV YEAR BPHARM	2022	AGS HEALTH PRIVATE LIMITED 040 29709680	1.8LPA	17-18
7	2021-2022	B.CHARAN	IV YEAR BPHARM	2022	SPY HEALTH PRIVATE LIMITED 9602095871	2.25 LPA	19-21
8	2021-2022	B.GAYATHRI	IV YEAR BPHARM	2022	MSN LABORATORIES PRIVATE LIMITED +91-40-30438600	1.8LPA	22-24
9	2021-2022	C.MADHURI	IV YEAR BPHARM	2022	SPY HEALTH PRIVATE LIMITED 9602095871	2.25 LPA	25-27
10	2021-2022	K.NIREEKSHA	IV YEAR BPHARM	2022	SPY HEALTH PRIVATE LIMITED 9602095871	2.25 LPA	28-30
11	2021-2022	K.BALA RAJU	IV YEAR BPHARM	2022	ALTRUIST TECHNOLOGIES PRIVATE LTD 9609600192	3.25LPA	31-35
12	2021-2022	K.SAI DHANRAJ	IV YEAR BPHARM	2022	ALTRUIST TECHNOLOGIES PRIVATE LTD 9609600192	3.25LPA	36-40
13	2021-2022	P.SNEHITHA	IV YEAR BPHARM	2022	AGS HEALTH PRIVATE LIMITED 040 29709680	1.8LPA	41-42
14	2021-2022	P.BHAVYA REDDY	IV YEAR BPHARM	2022	AGS HEALTH PRIVATE LIMITED 040 29709680	1.8LPA	43-44
15	2021-2022	Y.ANITHA	IV YEAR BPHARM	2022	CIRCA LIMITED 91 22 24826000	4.8LPA	45-46



PRINCIPAL
Avanthi's Institute of Pharmaceutical Sciences
Gunthapally (V) Havath Nagar (M)
R.R. Dist., Hyderabad - 501 512



AVANTHI INSTITUTE OF PHARMACEUTICAL SCIENCES

(Approved by PCI, AICTE & Affiliated to JNTUH)

Gunthapally (V), Abdullapurmet (M), R.R. Dist., Near Ramoji Filmcity, Hyderabad - 501 512.



16	2021-2022	V.SWARNALATHA	IV YEAR BPHARM	2022	AGS HEALTH PRIVATE LIMITED 040 29709680	1.8LPA	47-48
17	2021-2022	A.PAVITHRA	IV YEAR BPHARM	2022	AGS HEALTH PRIVATE LIMITED 040 29709680	1.8LPA	49-50
18	2021-2022	M.SHALEM RAJ	IV YEAR BPHARM	2022	SPY HEALTH PRIVATE LIMITED 9602095871	2.25 LPA	51-53
19	2021-2022	P.SHILPA	IV YEAR BPHARM	2022	DR REDDYS LABORATORIES 040-3488 3488	3.2LPA	54
20	2021-2022	G.ARVIND	IV YEAR BPHARM	2022	DR REDDYS LABORATORIES 040-3488 3488	3.2LPA	55
21	2021-2022	D.JYOTHI	IV YEAR BPHARM	2022	OPTUM GLOBAL SOLUTIONS 040 30852500	3LPA	56-59
22	2021-2022	M.SAI PRIYANKA	IV YEAR BPHARM	2022	AUROBINDO PHARMA LIMITED 040 6672 5000	1.8LPA	60-63
23	2021-2022	M.SANGEETHA	IV YEAR BPHARM	2022	AUROBINDO PHARMA LIMITED 040 6672 5000	1.8LPA	64-67
24	2021-2022	G.MANOJ KUMAR	IV YEAR BPHARM	2022	OPTUM GLOBAL SOLUTIONS 040 30852500	3LPA	68-71
25	2021-2022	K.RAHUL JAIN	IV YEAR BPHARM	2022	OPTIMUS DRUGS PRIVATE LIMITED 040 3388 9898	2LPA	72
26	2021-2022	M.NASRATH	IV YEAR BPHARM	2022	OPTIMUS DRUGS PRIVATE LIMITED 040 3388 9898	2LPA	73
27	2021-2022	P.AAKASH	IV YEAR BPHARM	2022	AQUITY SOLUTIONS INDIA PRIVATE LIMITED 040 46120700	4.2 LPA	74
28	2021-2022	PRACHI SINGH	IV YEAR BPHARM	2022	OPTIMUS DRUGS PRIVATE LIMITED 040 3388 9898	2LPA	75
29	2021-2022	SAI RISHITHA REDDY	IV YEAR BPHARM	2022	VEE TECHNOLOGIES PRIVATE LIMITED 8023085600	2LPA	76-77
30	2021-2022	C.SHIVANI	IV YEAR BPHARM	2022	OPTUM GLOBAL SOLUTIONS 040 30852500	3LPA	78-80
31	2021-2022	P.AKHILA	IV YEAR BPHARM	2022	OPTIMUS DRUGS PRIVATE LIMITED 040 3388 9898	2LPA	81
32	2021-2022	U.ANUSHA	IV YEAR BPHARM	2022	VEE TECHNOLOGIES PRIVATE LIMITED 8023085600	2LPA	82-83
33	2021-2022	T.DEEPISHIKA	IV YEAR BPHARM	2022	PRIMERA MEDICAL TECHNOLOGIES 040 66007700	2.75LPA	84-87
34	2021-2022	M.AAKANSHA	IV YEAR BPHARM	2022	PRIMERA MEDICAL TECHNOLOGIES 040 66007700	2.75LPA	88-89



Avanthi's Institute of Pharmaceutical Sciences
Gunthapally (V) Hayath Nagar (M),
Ranga Reddy Dist.



AVANTHI INSTITUTE OF PHARMACEUTICAL SCIENCES

(Approved by PCI, AICTE & Affiliated to JNTUH)

Gunthapally (V), Abdullapurmet (M), R.R. Dist., Near Ramoji Filmcity, Hyderabad - 501 512.



35	2021-2022	K.GEETHA	IV YEAR BPHARM	2022	PRIMERA MEDICAL TECHNOLOGIES040 66007700	2.75LPA	90-93
36	2021-2022	G.GOMATHI	IV YEAR BPHARM	2022	PRIMERA MEDICAL TECHNOLOGIES040 66007700	2.75LPA	94-97
37	2021-2022	G.SHYLAJA	IV YEAR BPHARM	2022	SDS PATHOLOGY INDIA PRIVATE LIMITED +91-40-2793458	2.16LPA	98
38	2021-2022	G.SONI	IV YEAR BPHARM	2022	AQUITY SOLUTIONS INDIA PRIVATE LIMITED 040 46120700	4.2 LPA	99
39	2021-2022	L.RAJKUMAR	IV YEAR BPHARM	2022	PRIMERA MEDICAL TECHNOLOGIES040 66007700	2.75LPA	100-103
40	2021-2022	N.AJAY	IV YEAR BPHARM	2022	PRIMERA MEDICAL TECHNOLOGIES040 66007700	2.75LPA	104-107
41	2021-2022	N.SUJATHA	IV YEAR BPHARM	2022	MEDPLUS HEALTH SERVICES PVT LTD 040 6600 7700	1.8LPA	108
42	2021-2022	P.DIVYA	IV YEAR BPHARM	2022	OPTUM GLOBAL SOLUTIONS040 30852500	3LPA	109-112
43	2021-2022	P.THAHARABHEE	IV YEAR BPHARM	2022	MEDPLUS HEALTH SERVICES PVT LTD 040 6600 7700	1.8LPA	113
44	2021-2022	R.LOKESH	IV YEAR BPHARM	2022	OPTUM GLOBAL SOLUTIONS040 30852500	3LPA	114-117
45	2021-2022	SADIA OMER	IV YEAR BPHARM	2022	AUROBINDO PHARMA LIMITED040 6672 5000	1.8LPA	118-121
46	2021-2022	SIDRATH UL MUNTAHA QURESHI	IV YEAR BPHARM	2022	MEDPLUS HEALTH SERVICES PVT LTD 040 6600 7700	1.8LPA	122
47	2021-2022	T.NAVYA	IV YEAR BPHARM	2022	VEE TECHNOLOGIES PRIVATELIMITED 8023085600	2LPA	123-124
48	2021-2022	RADHA	IV YEAR BPHARM	2022	AQUITY SOLUTIONS INDIA PRIVATE LIMITED 040 46120700	4.2 LPA	125
49	2021-2022	SAYED ASHRAF	IV YEAR BPHARM	2022	VEE TECHNOLOGIES PRIVATELIMITED 8023085600	2LPA	126-127
50	2021-2022	G.PRASHANTH	IV YEAR BPHARM	2022	VEE TECHNOLOGIES PRIVATELIMITED 8023085600	2LPA	128-129
51	2021-2022	A.MANASA	IV YEAR BPHARM	2022	ADROIT GLOBAL PERSONNEL SERVICES PRIVATE LIMITED 040 6677 2202	3LPA	130-131
52	2021-2022	A.VANI	IV YEAR BPHARM	2022	DR REDDYS LABORATORIES 040 3488 5488	2.76LPA	132



- PRINCIPAL
Avanthi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar, (M),
R.R. Dist.



AVANTHI INSTITUTE OF PHARMACEUTICAL SCIENCES

(Approved by PCI, AICTE & Affiliated to JNTUH)

Gunthapally (V), Abdullapurmet (M), R.R. Dist., Near Ramoji Filmcity, Hyderabad - 501 312.



53	2021-2022	A.SRILEKHA	IV YEAR BPHARM	2022	MEDPLUS HEALTH SERVICES PVT LTD 040 6600 7700	1.8LPA	133
54	2021-2022	B.PAVAN KUMAR	IV YEAR BPHARM	2022	ADROIT GLOBAL PERSONNEL SERVICES PRIVATE LIMITED 040 6677 2202	3LPA	134-135
55	2021-2022	L.BHAVITHA	IV YEAR BPHARM	2022	DR REDDYS LABORATORIES 040-3488 3488	2.76LPA	136
56	2021-2022	SHARA TABASSUM	IV YEAR BPHARM	2022	ADROIT GLOBAL PERSONNEL SERVICES PRIVATE LIMITED 040 6677 2202	3LPA	137-138
57	2021-2022	G.AKSHITHA	IV YEAR BPHARM	2022	VEE TECHNOLOGIES PRIVATE LIMITED 8023085600	2LPA	139-140
58	2021-2022	P.SAI KISHORE	IV YEAR BPHARM	2022	ADROIT GLOBAL PERSONNEL SERVICES PRIVATE LIMITED 040 6677 2202	3LPA	141-142
59	2021-2022	L.ARPANA	IV YEAR BPHARM	2022	MEDPLUS HEALTH SERVICES PVT LTD 040 6600 7700	1.8LPA	143
60	2021-2022	ME THABUSSUM	IV YEAR BPHARM	2022	DR REDDYS LABORATORIES 040-3488 3488	2.76LPA	144
61	2021-2022	M.SRI TEJA	IV YEAR BPHARM	2022	ADROIT GLOBAL PERSONNEL SERVICES PRIVATE LIMITED 040 6677 2202	3LPA	145-146
62	2021-2022	P.LAVANYA	IV YEAR BPHARM	2022	DR REDDYS LABORATORIES 040-3488 3488	2.76LPA	147
63	2021-2022	N.KAVYA	IV YEAR BPHARM	2022	APTROID INDIA PRIVATE LIMITED 9855412485	3.5LPA	148
64	2021-2022	P.SAI KRISHNA	IV YEAR BPHARM	2022	SDS PATHOLOGY INDIA PRIVATE LIMITED +91-40-2793458	2.16LPA	149
65	2021-2022	P.BASWARAJ	IV YEAR BPHARM	2022	OPTIMUS DRUGS PRIVATE LIMITED 040 3388 9898	2LPA	150
66	2021-2022	B.SUDHEER KUMAR BABU	IV YEAR BPHARM	2022	SDS PATHOLOGY INDIA PRIVATE LIMITED +91-40-2793458	2.16LPA	151
67	2021-2022	R.SANTOSH	IV YEAR BPHARM	2022	SDS PATHOLOGY INDIA PRIVATE LIMITED +91-40-2793458	2.16LPA	152
68	2021-2022	J.SAI VARDHINI	IV YEAR BPHARM	2022	SDS PATHOLOGY INDIA PRIVATE LIMITED +91-40-2793458	2.16LPA	153
69	2021-2022	AFSHA BEGUM	PHARM-D VI YEAR	2022	INDUSS HOSPITALS 9246270270	1.8LPA	154



PRINCIPAL
Avanthi's Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.



AVANTHI INSTITUTE OF PHARMACEUTICAL SCIENCES

(Approved by PCI, AICTE & Affiliated to JNTUH)

Gunthapally (V), Abdullapurmet (M), R.R. Dist., Near Ramoji Filmcity, Hyderabad - 501 512.



70	2021-2022	K.GOUTHAMI	VI YEAR PHARM-D	2022	PRIMERA MEDICAL TECHNOLOGIES040 66007700	2.75LPA	155-158
71	2021-2022	M.SIRISHA	VI YEAR PHARM-D	2022	VEE TECHNOLOGIES PRIVATELIMITED 8023085600	2LPA	159-160
72	2021-2022	L.PREETHI SAGAR	VI YEAR PHARM-D	2022	VEE TECHNOLOGIES PRIVATELIMITED 8023085600	2LPA	161-162
73	2021-2022	A.SINDHU	VI YEAR PHARM-D	2022	VEE TECHNOLOGIES PRIVATELIMITED 8023085600	2LPA	163-164
74	2021-2022	K.MANASA	VI YEAR PHARM-D	2022	OPTUM GLOBAL SOLUTIONS 040 30852500	3LPA	165-167
75	2021-2022	G.MADHURI	VI YEAR PHARM-D	2022	OPTUM GLOBAL SOLUTIONS 040 30852500	3LPA	168-170
76	2021-2022	E.SAI KRISHNA	VI YEAR PHARM-D	2022	OPTUM GLOBAL SOLUTIONS 040 30852500	3LPA	171-174
77	2021-2022	M.SOWJANYA	VI YEAR PHARM-D	2022	PRIMERA MEDICAL TECHNOLOGIES 040 66007700	2.75LPA	175-178
78	2021-2022	B.LEEMA PRIYA	VI YEAR PHARM-D	2022	PRIMERA MEDICAL TECHNOLOGIES 040 66007700	2.75LPA	179-182
79	2021-2022	A.PRIYANKA	VI YEAR PHARM-D	2022	THE PHARMA RESEARCH 9985548055	3LPA	183
80	2021-2022	A.CHANDANA	VI YEAR PHARM-D	2022	YASHODA HOSPITAL 6366920677	2.8LPA	184
81	2021-2022	D.GOUTHAM GOUD	VI YEAR PHARM-D	2022	THE PHARMA RESEARCH 9985548055	3LPA	185
82	2021-2022	M.BHAVITHA	VI YEAR PHARM-D	2022	AQUITY SOLUTIONS INDIA PRIVATE LIMITED 040 46120700	4.2LPA	186
83	2021-2022	E.VINAY KUMAR	VI YEAR PHARM-D	2022	THE PHARMA RESEARCH 9985548055	3LPA	187
84	2021-2022	K.KRISHNA SAHITHI	VI YEAR PHARM-D	2022	PRIMERA MEDICAL TECHNOLOGIES 040 66007700	2.75LPA	188-191
85	2021-2022	K.MANISHA	VI YEAR PHARM-D	2022	AQUITY SOLUTIONS INDIA PRIVATE LIMITED 040 46120700	4.2LPA	192
86	2021-2022	D.SHASHIDHAR	VI YEAR PHARM-D	2022	PRIMERA MEDICAL TECHNOLOGIES 040 66007700	2.75LPA	193-195
87	2021-2022	S.CHANDANA	VI YEAR PHARM-D	2022	PRIMERA MEDICAL TECHNOLOGIES 040 66007700	2.75LPA	196-198



PRINCIPAL
Avanthi's Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.



AVANTHI INSTITUTE OF PHARMACEUTICAL SCIENCES

(Approved by PCI, AICTE & Affiliated to JNTUH)

Gunthapally (V), Abdullapurmet (M), R.R. Dist., Near Ramoji Filmcity, Hyderabad - 501 512.



88	2021-2022	M.SWATHI	VI YEAR PHARM-D	2022	AVANTHI INSTITUTE OF PHARMACEUTICAL SCIENCES 040 2756 4550	3LPA	199
89	2021-2022	T.KAVYA	VI YEAR PHARM-D	2022	SRI VIJAY MULTI SPECIALITY HOSPITAL 9553968834	2.5LPA	200
90	2020-2021	Y.SANDHYA	VI YEAR PHARM-D	2022	DR REDDYS LABORATORIES 040-3488 3488	2.76LPA	201
91	2021-2022	A.NAGESH	II YEAR M PHARM	2022	AQUITY SOLUTIONS INDIA PRIVATE LIMITED 040 46120700	4.2LPA	202
92	2021-2022	B.ASHWINI	II YEAR M PHARM	2022	AQUITY SOLUTIONS INDIA PRIVATE LIMITED 040 46120700	4.2LPA	203
93	2021-2022	B.BHARATH KUMAR	II YEAR M PHARM	2022	AQUITY SOLUTIONS INDIA PRIVATE LIMITED 040 46120700	4.2LPA	204
94	2021-2022	D.RAJA SHEKAR	II YEAR M PHARM	2022	PRIMERA MEDICAL TECHNOLOGIES040 66007700	2.75LPA	205-207
95	2021-2022	K.SRILEKHA	II YEAR M PHARM	2022	PRIMERA MEDICAL TECHNOLOGIES040 66007700	2.75LPA	208-211
96	2021-2022	P.SHRAVANI	II YEAR M PHARM	2022	OPTIMUS DRUGS PRIVATE LIMITED 040 3388 9898	2LPA	212
97	2021-2022	R.BALA KRISHNA	II YEAR M PHARM	2022	OPTIMUS DRUGS PRIVATE LIMITED 040 3388 9898	2LPA	213
98	2021-2022	B.NIKHIL	II YEAR M PHARM	2022	OPTIMUS DRUGS PRIVATE LIMITED 040 3388 9898	2LPA	214
99	2021-2022	K.MANI KUMAR	II YEAR M PHARM	2022	AUROBINDO PHARMA LIMITED040 6672 5000	1.8LPA	215-218
100	2021-2022	KOMAL YADAV	II YEAR M PHARM	2022	AUROBINDO PHARMA LIMITED040 6672 5000	1.8LPA	219-222
101	2021-2022	N.SREEJA	II YEAR M PHARM	2022	DST WORLDWIDE SERVICES INDIA PRIVATE LIMITED 9866474894	2.5LPA	223
102	2021-2022	R.KRISHNAVENI	II YEAR M PHARM	2022	DST WORLDWIDE SERVICES INDIA PRIVATE LIMITED 9866474894	2.5LPA	224
103	2021-2022	Y.SUDHEER KUMAR	II YEAR M PHARM	2022	DST WORLDWIDE SERVICES INDIA PRIVATE LIMITED 9866474894	2.5LPA	225
104	2021-2022	C.MANASA	II YEAR M PHARM	2022	MEDPLUS HEALTH SERVICES PVT LTD 040 6600 7700	1.8LPA	226



- PRINCIPAL
Avanthi's Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.



AVANTHI INSTITUTE OF PHARMACEUTICAL SCIENCES

(Approved by PCI, AICTE & Affiliated to JNTUH)

Gunthapally (V), Abdullapurmet (M), R.R. Dist., Near Ramoji Filmcity, Hyderabad - 501 512.



105	2021-2022	G.ROSHNI	II YEAR M PHARM	2022	MEDPLUS HEALTH SERVICES PVT LTD 040 6600 7700	1.8LPA	227
106	2021-2022	V.SHIRISHA	II YEAR M PHARM	2022	THE PHARMA RESEARCH 9985548055	3LPA	228
107	2021-2022	A.HAASINI	II YEAR M PHARM	2022	THE PHARMA RESEARCH 9985548055	3LPA	229
108	2021-2022	S.DIVYA	II YEAR M PHARM	2022	THE PHARMA RESEARCH 9985548055	3LPA	230



- PRINCIPAL
Avanthi's Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

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

August 24, 2022

Mr.Sirigannagari Varshith Reddy
S/o Sirigannagari Hanumanth Reddy
H.No:-1-4/1
Uttaraspally Village
Mahabubnagar509207
Mobile No: 9347571570

Dear Mr.Sirigannagari Varshith Reddy,

Sub: Offer and Appointment Letter

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

1. Designation:

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

2. Remuneration:

Detailed compensation structure as Total Cost to Company Rs.150000/- 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.

Page 1 of 2

Formulations Unit-II: Sy No. 1277 & 1319 to 1324, Nandigama (Village & Mandal) Rangareddy District, Telangana,
Pincode : 509 228, India. Phone: +91-40-30449200 Fax: +91-40-30449211 Alternate Fax: +91-40-30438799

www.msmlabs.com



- PRINCIPAL
Avanthi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

Name: Sirigannagari Varshith Reddy

4. Medical Fitness:

This Offer and Appointment is subject to your medical fitness, for which you need to undergo Medical Examination at Company's Designated Medical Center as per Annexure- III.

5. Terms & Conditions:

- a. Your employment is governed by the detailed Terms & Conditions furnished in Annexure - II.
- b. As discussed, you need to join us on or before **September 03, 2022**, failing which this offer and Appointment Letter stands withdrawn.
- c. This offer is subject to completion of your B Pharmacy and submission of all the certificates to the company. Further, please note that, in the event of noncompliance of submitting the pass certificate within the stipulated period i.e., on or before **28th February, 2023**, this offer will be Cancelled. In this regard, you are required to give declaration to the organization.

The Present Salary will be on the basis of Intermediate Your Salary will be revised to B Pharmacy Grade, from the date of Joining, after submission of Certificates.

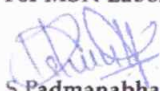
Kindly arrange to send us your written confirmation within two working days, from the date of receipt of this offer letter as a token of your acceptance by signing on the Xerox copy of this letter, mentioning your Date of Joining.

Please feel free to contact Mr. Arjun Potturu, Contact No. 040-30438701 , Email ID: arjun.potturu@msnlabs.com for further clarifications, if any.


We would like to take this opportunity to welcome you into our MSN family and wishing you a long & successful association with us.

Thanking you,

Yours sincerely,
For MSN Laboratories Private Limited


S Padmanabhan
Vice President - Group HR




Page 2 of 2
- PRINCIPAL
Avanthi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

August 24, 2022

Annexure-I

Mr.Sirigannagari Varshith Reddy
Designation: Assistant-Trainee
Grade : G01
Department: Quality Assurance

TOTAL COST TO COMPANY

All figures in INR

Salary Components	Per Month	Per Annum	Payment Frequency
A. Monthly Salary			
Basic Pay	9500	114000	Monthly
House Rent Allowance	124	1493	Monthly
Education Allowance	0	0	Monthly
Minimum Guaranteed Bonus	0	0	Monthly
Statutory Bonus (Advance Payout)	700	8400	Monthly
A - Monthly Gross Total	10324	123893	
B. Statutory Benefits			
PF (Employer Contribution)	1140	13680	Monthly
ESI (Employer Contribution)	336	4027	Monthly
Bonus / Ex-gratia	700	8400	Annual
B - Statutory Benefits Total	2176	26107	
C. Fixed Total Cost to Company (A+B)	12500	150000	
D. Gratuity (As per the Gratuity Act, 1972)	457	5483	
Total Cost to Company (C+D)	12957	155483	

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



S Padmanabhan
Vice President - Group HR



- PRINCIPAL
Avanathi Institute of Pharmaceutical Sciences
Gunthapally (V), Havath Nagar (M),
Ranga Reddy Dist.



Continuous Sheet



Jeevan Scientific Technology Limited

a symbol of quality and diverse solutions

Ref: JSTL/OFF/0722/137-04

18 July 2022

Ms. Poripireddy Satya Bhargavi,
RD:44/A, Ambedkar University,
Jubilee Hills,
Hyderabad.
Telangana-500033

LETTER OF OFFER

Dear Ms. Poripireddy Satya Bhargavi,

Thank you for exploring career opportunities with Jeevan Scientific Technology Limited (JSTL). We are pleased to extend the offer of employment to you; further to the interview and discussions you had with us.

We have great pleasure in offering you the position of "Junior Research Associate" in our "Bioanalytical Research" department with a total cost to company compensation (CTC) of INR 1,62,000 (Rupees One Lakh and Sixty-Two Thousand only) per annum. This offer is valid if your joining is on or before 31st July 2022.

Kindly confirm the acceptance of this offer on CC to hr@jeevanscientific.com within 2 business days from the date of receipt. Else, this offer is liable to lapse at the discretion of JSTL.

You are expected to perform duties as assigned to you by the organization and shall abide by all the relevant policies of the organization that is in force from time to time. You will be under probation and will undergo training in the first twelve months. As JSTL will be incurring considerable expenditure on your training, you will be required to execute an agreement at the time of joining, to serve JSTL for a minimum period of 2 years after joining.

Welcome to the JSTL team! We trust your knowledge, skills and commitment will be among our most valuable assets. We look forward to having a successful association with you. Wishing you all the best.

Sincerely,

For JEEVAN SCIENTIFIC TECHNOLOGY LIMITED

Snigdha Mothukuri
CEO & Executive Director



Registered Office: Plot No. 1&2, Sai Krupa Enclave, Near Lanco Hills, Golconda Post, Hyderabad- 500 008, T.S., India.
Tel: +91-40-67364700 Email: info@jeevanscientific.com Web: www.jeevanscientific.com CIN: L72200TG1999PLC031016



PRINCIPAL
Avanthi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.



B

Offer letter from PrimEra Medical Technologies Private Limited for Medical Coder Trainee -Inpatient Coding



Inbox



Eazework 11 Jul

to me



Dear Sreeja Dingari,

Congratulations!

We are pleased to offer you employment for the position of Trainee - Medical Coder at our office. You have successfully completed the interview process and made a favourable impression with everyone you met, we are excited that you are joining us.

Your Total Cost to the Company will be INR 275000.00/- (INR Two Lakh Seventy Five Thousand Only)

As per discretion of management and subject to



PRINCIPAL
Avanathi's Institute of Pharmaceutical Sciences
Ganthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

OFFER LETTER

Date - 07. DEC. 2022

Mr. ARJAN CHAKRABORTY
VILL+POST -KIRNAHAR,MELEPARA
DIST: BIRBHUM | STATE: WEST BENGAL
PIN:731302
Ph: +918250531351
Email I'd: arjanchakraborty511331@gmail.com

Dear Mr. ARJAN CHAKRABORTY,

With reference to your application and subsequent interview with us, we are pleased to offer you the position for IPQA officer in our organization on the following terms & conditions. :-

Salary : Gross Salary Would Be Rs. 15,000/- (Incl. 3000/- HRA)
Joining Date : 15.DEC. 2022
Probation : 3 Months from date of joining

Your employment is subject to the terms and conditions detailed in the **Company Policy** supplied individually with this letter.

Daily working report is mandatory from the first day of joining.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

Congratulations and welcome to Sceptre Medical (I) Pvt. Ltd.

For Sceptre Medical (I) Pvt. Ltd.


(Authorized Signatory)



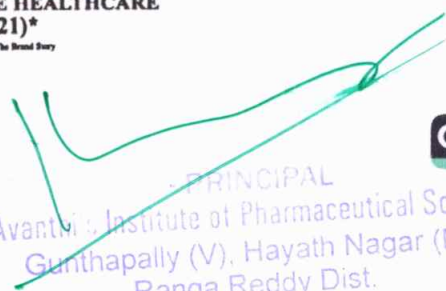
(Under Technical Collaboration with Rheosol Germany)

CORP OFFICE: 14-Central Market, 1st Floor, Ashok Vihar, Delhi-110052, India **TEL:** 011-45067231
WORKS: (UNIT-1): Plot No. 230-231, Sector 38, HSIIDC Phase-1, Rai Sonapat-131029, HR, India
(UNIT-2): Plot No. 31, Sector 38, HSIIDC Phase-1, Rai Sonapat-131029, HR, India **TEL:** 0130-6690292

INDIA'S MOST ADMIRABLE HEALTHCARE
BRAND (2020-21)*

*Source: Consumer & Industry Research by The Brand Story




PRINCIPAL
Avanti Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

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

Date: 04-Sep-2022

Ms Sowjanya Ententi

**Padma Krishnaveni girls hostel, road no 3,
Bhavani nagar, Dilshukhnagar-500060**

Sub: Offer Letter

Dear **Ms Sowjanya Ententi**,

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 **06-September-2022** 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
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

Bangalore Sona Towers, 71, Miller Road, Bangalore - 560 052, Ph: 080 2226 6677
Bangalore RR Nagar 5th Floor, No. 483, Seetha Complex, 16th Cross, 8th Main Road, RR 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



August 23,2022

Angala Padmakshi

Hyderabad.

Offer Letter

Dear Padmakshi
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 **September 10, 2022**. 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.

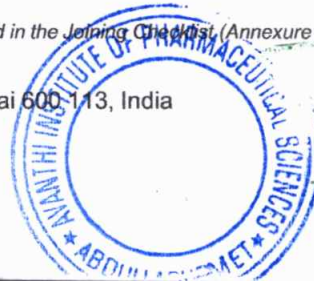
Signature:


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




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

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:



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

	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

OFFER LETTER
PRIVATE & CONFIDENTIAL

21th June 2022
Hyderabad

Dear Bhukya Charan,

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 2022** 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.



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.

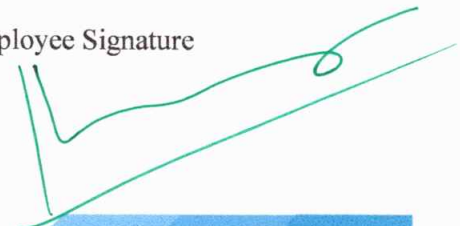
For Spy Health Private Ltd.

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




 #207, Segment Spaces, Manjeera Trinity Corporate
Kukatpally, Hyderabad - 500072 +91 9618650888



PRINCIPAL
Ananth Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

21
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


- PRINCIPAL
Avanathi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

MSN Laboratories Private Limited

MSN House, Plot No.: C-24,

Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pincode: 500 018, India.

CIN: U24239TG2003PTC041583

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

November 23, 2022

Ms.Bygari Gayathri

D/o Laxmaiah

H no 5-15/2

S C Colony

Kulkacherla509340

Mobile No: 799521320

Dear Ms.Bygari Gayathri,

Sub: Offer and Appointment Letter

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

1. Designation:

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

2. Remuneration:

Detailed compensation structure as Total Cost to Company **Rs.230000/-** 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



Page 1 of 2



Corporate Office: MSN Corporate, H. No. 2-91, MSN, Whitefield, Kothur, Hyderabad, Pincode: 500 084, Telangana, India.

www.menlabs.com

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

Name: Bygari Gayathri

4. Medical Fitness:

This Offer and Appointment is subject to your medical fitness, for which you need to undergo Medical Examination at Company's Designated Medical Center as per Annexure- III.

5. Terms & Conditions:

- a. Your employment is governed by the detailed Terms & Conditions furnished in Annexure - II.
- b. As discussed, you need to join us on or before **December 05, 2022**, failing which this offer and Appointment Letter stands withdrawn.

Kindly arrange to send us your written confirmation within two working days, from the date of receipt of this offer letter as a token of your acceptance by signing on the Xerox copy of this letter, mentioning your Date of Joining.

Please feel free to contact Mr. Arjun Potturu, Contact No. 040-30438701 , Email ID: arjun.potturu@msnlabs.com for further clarifications, if any.

We would like to take this opportunity to welcome you into our MSN family and wishing you a long & successful association with us.

Thanking you,

Yours sincerely,
For MSN Laboratories Private Limited

S Padmanabhan
Vice President - Group HR

Page 2 of 2



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

November 23, 2022

Annexure-I

Ms.Bygari Gayathri

Designation: Junior Executive-Trainee

Grade : G01

Department: Quality Assurance

TOTAL COST TO COMPANY

All figures in INR

Salary Components	Per Month	Per Annum	Payment Frequency
A. Monthly Salary			
Basic Pay	11334	136010	Monthly
House Rent Allowance	4534	54408	Monthly
Education Allowance	0	0	Monthly
Minimum Guaranteed Bonus	0	0	Monthly
Statutory Bonus (Advance Payout)	700	8400	Monthly
A - Monthly Gross Total	16568	198818	
B. Statutory Benefits			
PF (Employer Contribution)	1360	16321	Monthly
ESI (Employer Contribution)	539	6462	Monthly
Bonus / Ex-gratia	700	8400	Annual
B - Statutory Benefits Total	2599	31183	
C. Fixed Total Cost to Company (A+B)	19167	230000	
D. Gratuity (As per the Gratuity Act, 1972)	545	6542	
Total Cost to Company (C+D)	19712	236542	


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



S Padmanabhan
Vice President - Group HR



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

OFFER LETTER
PRIVATE & CONFIDENTIAL

21th June 2022
Hyderabad

Dear Choppari Madhuri,

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 2022** 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.



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.

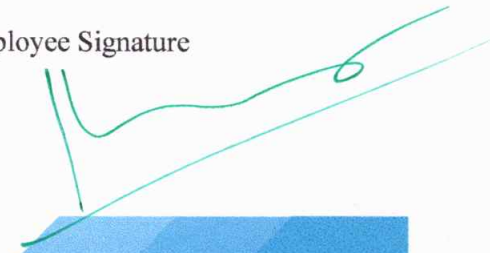
Rachel

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



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




 - PRINCIPAL
 Avanthi Institute of Pharmaceutical Sciences
 Gunthapally (V), Hayath Nagar (M),
 Ranga Reddy Dist.

OFFER LETTER
PRIVATE & CONFIDENTIAL

21th June 2022
Hyderabad

Dear Kanthula Nireeksha,

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 2022** and your posting will be Spy Health (Hyderabad).

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

- 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.
- 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
- Benefits:** You will be eligible to participate in benefit programs as per Organization's policy
- 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.
- 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.



[Handwritten Signature]
PRINCIPAL
Avinash Institute of Pharmaceutical Sciences
Kukatpally (V), Hayath Nagar (M),
Ranga Reddy Dist.

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

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




- PRINCIPAL
 Avanathi Institute of Pharmaceutical Sciences
 Gunthapally (V), Hayath Nagar (M),
 Ranga Reddy Dist.



Private & Confidential

Date: August 10, 2022

To,

**Mr.K.Balaraju,
Hyderabad - 500004.**

Subject: Offer of employment with Altruist Technologies Private Ltd

Dear Mr.Balaraju,

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 **August 19, 2022**.

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



**AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES**
Gunthapally (V), Abdullapurmet (M),
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 **August 19, 2022**.

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.

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



PRINCIPAL
Anandhi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.



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

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



- PRINCIPAL
Ananthi Institute of Pharmaceutical Sciences
Gunthapally (V) Hayath Nagar (M),
Ranga Reddy Dist.



August 19, 2022. 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 : _____

This offer is valid subject to Reference Check

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



PRINCIPAL
Avanathi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.



ALTRUIST TECHNOLOGIES PVT. LTD.

CIN: U72200HP2005PTC028970

Name:	Mr. Balaraju	Date of Joining : Augest 19, 2022
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

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



PRINCIPAL
Avanthi's Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Bangalore Reddy Dist.



Private & Confidential

Date: August 10, 2022

To,

**Mr.K.Sai Dhanraj,
Hyderabad - 500004.**

Subject: Offer of employment with Altruist Technologies Private Ltd

Dear Mr.Sai Dhanraj,

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 **August 19, 2022**.

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



PRINCIPAL
Avanathi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.



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 **August 19, 2022**.

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.

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



PRINCIPAL
Avanathi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.



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.

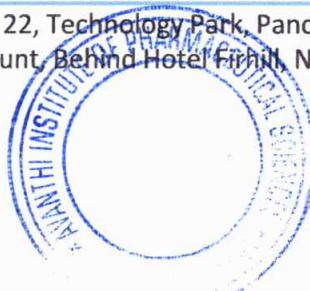
13. Documentary Evidence

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

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



PRINCIPAL
Avanathi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.



ALTRUIST TECHNOLOGIES PVT. LTD.

CIN: U72200HP2005PTC028970

August 19, 2022. 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 : _____

This offer is valid subject to Reference Check

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



PRINCIPAL
Avanthi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.



ALTRUIST TECHNOLOGIES PVT. LTD.

CIN: U72200HP2005PTC028970

Name:	Mr. Sai Dhanraj	Date of Joining : August 19, 2022
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

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



PRINCIPAL
Avanathi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

OffLETAug-202219829-HY

August 23,2022

Pabboju Snehitha

Hyderabad.

Offer Letter

Dear Snehitha
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 **September 10, 2022**. 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




- PRINCIPAL
Avanathi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

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 in green ink]

- PRINCIPAL
Avanathi's Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

OffLETAug-202219828-HY

August 23,2022

Pangolla Bhavya Reddy

Hyderabad.

Offer Letter

Dear Bhavya 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 **September 10, 2022**. 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




PRINCIPAL
Avanthi's Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

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:


- PRINCIPAL
Avanthi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

DATE: 03/08/2022

OFFER ID: 79499-376527-488773

Offer Letter

Ms. Yammanuri Anitha
8-2-80/70 ,Mallikarjuna nagar, road no. 2,
Chintalakunta, L B Nagar
Hyderabad Telangana - 500074

Dear Yammanuri Anitha,

We are delighted to offer you the position of **Assistant Manager - C I** in our **India Business Prescription Sales** team at Cipla based in **Hyderabad Central**.

You will be assigned a role of Therapy Manager.

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.*

Kindly confirm your acceptance in the next 3 days. You are expected to join us on or before 08/08/2022.

We welcome you to Cipla family!

For Cipla Ltd

Sanjivani

Sanjivani Sadani
Head HR - India Business

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



[Signature]
- PRINCIPAL
Avanathi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

ANNEXURE A

Name: Yammanuri Anitha	Designation: Assistant Manager
Location: Hyderabad Central	Department: India Business Prescription Sales

COMPONENTS	PER MONTH(RS)	PER ANNUM(RS)
BASIC	13621	163450
HOUSE RENT ALLOWANCE	6810	81725
BASKET OF ALLOWANCES	14485	173825
TOTAL A	34916	419000
PROVIDENT FUND	1800	21600
BONUS	2200	26400
TOTAL B	38916	467000
VARIABLE PAY/PERFORMANCE BONUS		0
TOTAL CTC	38916	467000

In addition to the above you will get the following:

- Hospitalization benefits for self, spouse and 2 dependent children
- Group Life Insurance for Self
- Gratuity as per law

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



(Handwritten signature in green ink)
 PRINCIPAL
 Avanthi Institute of Pharmaceutical Sciences
 Gunthapally (V), Hayath Nagar (M),
 Ranga Reddy Dist.

OffLET Sep-202219834-HY

September 12, 2022

Vagalla Swarnalatha
Hyderabad.

Offer Letter

Dear Swarnalatha
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 **September 21, 2022**. 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




PRINCIPAL
Avanathi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

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:



- PRINCIPAL
Avanathi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

	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

OffLETSep-202219831-HY

September 12, 2022

Allugubelly Pavithra
Hyderabad.

Offer Letter

Dear Pavithra
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 **September 21, 2022**. 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




PRINCIPAL
Avanthi's Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

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]

- PRINCIPAL
Ananthi Institute of Pharmaceutical Sciences
Gunthapally (V). Hayath Nagar (M),
Ranga Reddy Dist.

OFFER LETTER
PRIVATE & CONFIDENTIAL

21th June 2022
Hyderabad

Dear Manne Shalem Raj,

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 2022** 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.



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.

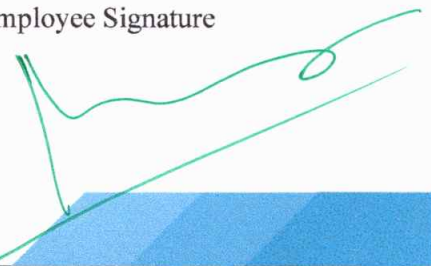
Rachel

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



#207, Segment Spaces, Manjeera Trinity Corporate
Kukatpally, Hyderabad - 500072

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



[Handwritten signature in green ink]

PRINCIPAL
 Ananthi Institute of Pharmaceutical Sciences
 Gunthapally (V), Hayath Nagar (M),
 Ranga Reddy Dist.

Date: 23rd September 2022

Ms Pujari Shilpa,
Hyderabad
Mob No : 7908941992
Mail : Shilpapujari958@gmail.com

Dear Shilpa,

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 October 2022** 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), Hayath Nagar (M),
Ranga Reddy Dist.

Date: 23rd September 2022

Mr G.Aravind,
Hyderabad
Mob No : 9319419922
Mail : aravindpharma@gmail.com

Dear Arvind,

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 October 2022** 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), Hayath Nagar (M),
Ranga Reddy Dist



September 02, 2022

Dharavath Jyothi
HNO:2-34/2 old safilguda
Malkajgiri Telangana
500015

Dear Dharavath Jyothi,

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 **September 05, 2022**. 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
Avanathi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

17

Your initial place of posting shall be at the Company's office located at **Building No 12B, Mindspace, Hyderabad**. The Company works across different geographies providing services to its clients and you may be required to go through appropriate induction and orientation along with necessary training programme. The training is given to ensure that you are compliant with the best practices followed by the Company on a worldwide basis. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

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

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

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

PERFORMANCE OF DUTIES

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

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual fixed salary of **Rs.234,000.00, (Rupees Two Lakh Thirty Four Thousand Only)**. Your cost to the Company (CTC) shall be **Rs.297,975.00, (Rupees Two Lakh Ninety Seven Thousand Nine Hundred Seventy Five Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

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

BONUS

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

TERMINATION OF EMPLOYMENT

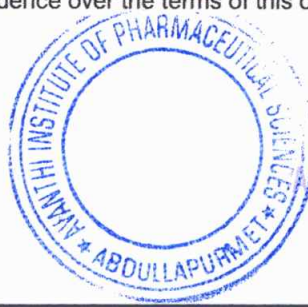
During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, Thirty (30) days notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service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


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

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

The notice period matrix, as provided under the Company's Separation Policy, shall be applicable with the change in employee job family, job role and employment status. The provisions of the notice period matrix, as provided under the Company's Separation Policy, shall over-ride the notice period as stipulated in the appointment contract or any other document issued before this date. No separate individual employee consent shall be necessary for applicability of this clause.

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




- PRINCIPAL
Ananth Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

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.

Dharavath Jyothi, 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:

Date: _____

Dharavath Jyothi



PRINCIPAL
Avanthi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.



Please find below the salary annexure for your reference:

Optum Global Solutions (India) Private Limited		
Dharavath Jyothi 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
Avanathi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

Date: 12-Aug-2022
Ref: APL/Unit/HR/Offer/2022
Ms. Mallekhed Sai Priyanka

Dear Ms. Sai 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-Aug-2022**. 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:

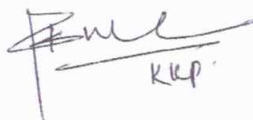
- Copies of certificates (including mark sheets) along with originals, for proof of age, educational qualifications, conduct etc.
- Independent references with phone Nos-Other than relatives.
- Passport size photographs – 08 Nos, stamp size photograph-02 Nos.
- Blood grouping certificate and medical 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, Ameerpet, Hyderabad - 500 038 T.S., INDIA Tel: +91 40 2373 6370 Fax: +91 40 2374 7340, Email: info@aurobindo.com

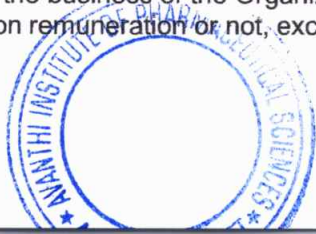
www.aurobindo.com



PRINCIPAL
Avanthi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

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.



PRINCIPAL
Avanathi's Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

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.
- Non-compliance of cGMP procedures/ practices knowingly shall be considered as betrayal and breach of integrity.
 - 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.
 - 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.



A handwritten signature in blue ink, consisting of a series of loops and a long horizontal stroke.

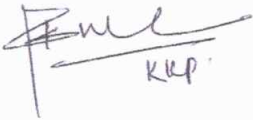
- PRINCIPAL
Avanathi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

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), Hayath Nagar (M),
Ranga Reddy Dist.

Date: 12-Aug-2022
Ref: APL/Unit/HR/Offer/2022
Ms. Mukkamala Sangeetha

Dear Ms. Sangeetha,

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-Aug-2022**. 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:

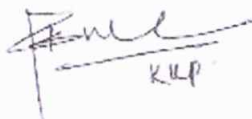
- Copies of certificates (including mark sheets) along with originals, for proof of age, educational qualifications, conduct etc.
- Independent references with phone Nos-Other than relatives.
- Passport size photographs – 08 Nos, stamp size photograph-02 Nos.
- Blood grouping certificate and medical 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

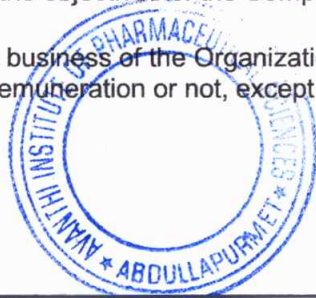
Regd. off.: Plot No. 2, Maithrivihar, Ameerpet, Hyderabad - 500 038 T.S., INDIA Tel: +91 40 2373 6370 Fax : +91 40.2374 7340, Email : info@aurobindo.com




- PRINCIPAL
Avanthi's Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

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.




PRINCIPAL
Avanthi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

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.



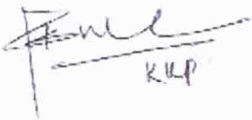

- PRINCIPAL
Avanathi's Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

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,



K.K.P


**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
Avanathi's Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.



September 02, 2022

Gunda Manoj kumar
HNO:3-4-129 Muncpal complex road
Karimnagar Telangana
505001

Dear Gunda Manoj kumar,

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 **September 05, 2022**. 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), Hayath Nagar (M),
Ranga Reddy Dist.

Your initial place of posting shall be at the Company's office located at **Building No 12B, Mindspace, Hyderabad**. The Company works across different geographies providing services to its clients and you may be required to go through appropriate induction and orientation along with necessary training programme. The training is given to ensure that you are compliant with the best practices followed by the Company on a worldwide basis. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

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

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

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

PERFORMANCE OF DUTIES

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

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual fixed salary of **Rs.234,000.00, (Rupees Two Lakh Thirty Four Thousand Only)**. Your cost to the Company (CTC) shall be **Rs.297,975.00, (Rupees Two Lakh Ninety Seven Thousand Nine Hundred Seventy Five Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

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

BONUS

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

TERMINATION OF EMPLOYMENT

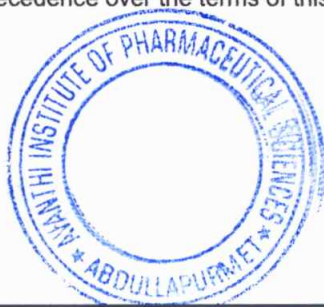
During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, Thirty (30) days notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service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

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

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

The notice period matrix, as provided under the Company's Separation Policy, shall be applicable with the change in employee job family, job role and employment status. The provisions of the notice period matrix, as provided under the Company's Separation Policy, shall over-ride the notice period as stipulated in the appointment contract or any other document issued before this date. No separate individual employee consent shall be necessary for applicability of this clause.

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



PRINCIPAL
Avanathi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

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.

Gunda Manoj Kumar, 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:

G.Manoj kumar

Date: _____





PRINCIPAL
Avanthi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.



Please find below the salary annexure for your reference:

Optum Global Solutions (India) Private Limited		
Gunda Manoj kumar 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
Avanathi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

Date: 18th July, 2022

Confidential...

Mr. K.Rahul Jain

Letter of Offer

Dear Mr. Rahul Jain,

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, 2022** 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
Avanathi's Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

Date: 18th July, 2022

Confidential...

Ms. Mohammed Nasrath

Letter of Offer

Dear Ms. Nasrath,

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, 2022** 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's Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

Mr.P.Aakash

Address: 16-9-
406/39 Wahed
Old malakpet-500036

Subject: Offer Letter

Dear Aakash,

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 Teiangan.

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 **30-September-2022** 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

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-16-Sep-2022

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



PRINCIPAL
Avanthi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

Date: 18th July, 2022

Confidential...

Ms. Prachi singh

Letter of Offer

Dear Ms. Prachi,

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's Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

We specialize in:

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

Date: 04-Sep-2022

Ms Sai rishitha reddy Bedadala

**30-520, Kanteshwar nagar,
Nizambad, Telangana-503002**

Sub: Offer Letter

Dear **Ms Sai rishitha reddy,**

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 **06-September-2022** 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 in green ink]

- 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.



[Handwritten Signature]
PRINCIPAL

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

Avanti Institute of Pharmaceutical Sciences
Chinnabally (W), Rayachoti Nagar (W),
Kanga Keesy Dist.



79

September 02, 2022

Cherupelly Shivani
MIG 287 KPHB Colony 1st Phase
Hyderabad Telangana
500085

Dear Cherupelly Shivani,

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 **September 05, 2022**. 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), Hayath Nagar (M),
Ranga Reddy Dist.

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.

Cherupelly Shivani, 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:

Cherupelly Shivani

Date: _____





PRINCIPAL
Avanathi's Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.



Please find below the salary annexure for your reference:

Optum Global Solutions (India) Private Limited		
Cherupelly Shivani 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
Avanathi's Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

Date: 18th July, 2022

Confidential...

Ms. P.Akhila

Letter of Offer

Dear Ms. Akhila,

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, 2022** 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's Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

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

Date: 04-Sep-2022

Ms Anusha Ukkula

**Sai srinivasa girls hostel, Kothapet,
Dilshukhnagar, Telangana-50006**

Sub: Offer Letter

Dear **Ms Anusha Ukkula**,

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 **06-September-2022** 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.,**

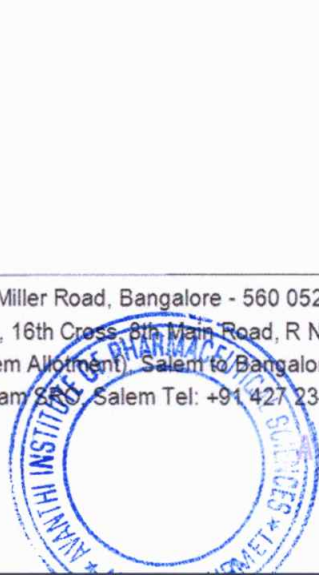
Gokulakannan S

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

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, Salem Tel: +91 427 234029



PRINCIPAL
Ananthi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

- 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.

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



PRINCIPAL
Vanthi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

EMPLOYMENT OFFER

15/07/2022

Tuljaram Deepshika

Dear Deepshika,

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 **18/07/2022** 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:**



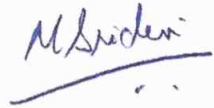
PRINCIPAL
Avanthi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

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: 15/07/2022

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)




- PRINCIPAL
Avanthi's Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

SALARY ANNEXURE

Name:T.Deepshika

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.

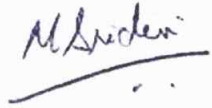


(Signature)
PRINCIPAL
Ananthi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

Documents required to submit -

1. Passport Photograph
2. Educational Certificates: compulsory
 - 2.1. 10th Mark Memo
 - 2.2. Highest Qualification Provisional certificate
3. ID Proof - PAN card
4. Address Proof (Both Present & Permanent) - Ration Card, Aadhar Card, Voter ID card, Driving License
5. Salary Certificate/ Salary Slips – **For Experienced Candidates**
6. Experience Certificates - **For Experienced Candidates**
7. Past Employment & Resignation Letters - **For Experienced Candidates**
8. Any certification relevant to the Job Profile / Skills Hired , if any
9. Contact details
 - 9.1. Mobile Number linked with Aadhaar
 - 9.2. Person name and contact number for Emergency contact

PrimEra Medical Technologies Private Limited



Sridevi Menon
Senior Manager - HR



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

EMPLOYMENT OFFER

15/07/2022

Marri Akanksha

Dear Akanksha,

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 **18/07/2022** 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:



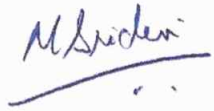
PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullahpurmet (M),
R.R. Dist. Telangana.

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: 15/07/2022


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)



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

EMPLOYMENT OFFER

15/07/2022

K.Geetha

Dear Geetha,

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 **18/07/2022** 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:



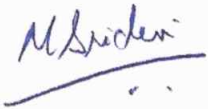
PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullahapurmet (M),
R.R. Dist. Telangana.

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: 15/07/2022

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)




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

SALARY ANNEXURE

Name:K.Geetha

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.

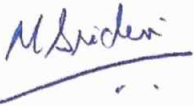


PRINCIPAL
AVANTHI INSTITUTE OF PHARMACEUTICAL SCIENCES
 Gunthapaly (V), Abdullapurmet (M).
 R.R. Dist. Telangana.


Documents required to submit -

1. Passport Photograph
2. Educational Certificates: compulsory
 - 2.1. 10th Mark Memo
 - 2.2. Highest Qualification Provisional certificate
3. ID Proof - PAN card
4. Address Proof (Both Present & Permanent) - Ration Card, Aadhar Card, Voter ID card, Driving License
5. Salary Certificate/ Salary Slips – **For Experienced Candidates**
6. Experience Certificates - **For Experienced Candidates**
7. Past Employment & Resignation Letters - **For Experienced Candidates**
8. Any certification relevant to the Job Profile / Skills Hired , if any
9. Contact details
 - 9.1. Mobile Number linked with Aadhaar
 - 9.2. Person name and contact number for Emergency contact

PrimEra Medical Technologies Private Limited



Sridevi Menon
Senior Manager - HR



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

EMPLOYMENT OFFER

15/07/2022

G.Gomathi

Dear Gomathi,

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 **18/07/2022** 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:



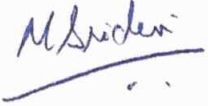
PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
H.R. Dist, Telangana.

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: 15/07/2022


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)



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

SALARY ANNEXURE

Name: G.Gomathi

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.

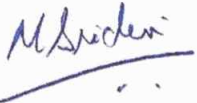


PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
 Gunthapally (V), Abdullapurmet (M),
 R.R. Dist. Telangana.

Documents required to submit -

1. Passport Photograph
2. Educational Certificates: compulsory
 - 2.1. 10th Mark Memo
 - 2.2. Highest Qualification Provisional certificate
3. ID Proof - PAN card
4. Address Proof (Both Present & Permanent) - Ration Card, Aadhar Card, Voter ID card, Driving License
5. Salary Certificate/ Salary Slips – **For Experienced Candidates**
6. Experience Certificates - **For Experienced Candidates**
7. Past Employment & Resignation Letters - **For Experienced Candidates**
8. Any certification relevant to the Job Profile / Skills Hired , if any
9. Contact details
 - 9.1. Mobile Number linked with Aadhaar
 - 9.2. Person name and contact number for Emergency contact

PrimEra Medical Technologies Private Limited



Sridevi Menon
Senior Manager - HR



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



Date: July 10, 2022

To

Ghanapuram Shylaja

LETTER OF INTENT

Dear **Ghanapuram Shylaja**

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 12/07/2022.

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



Ms.G.Soni

Address:3-4-
156 Shivanagar
Karimnagar-5050001

Subject: Offer Letter

Dear Soni,

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 **30-September-2022** 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

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-16-Sep-2022

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



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

EMPLOYMENT OFFER

15/07/2022

Lakavath Rajkumar

Dear Rajkumar,

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 **18/07/2022** 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.

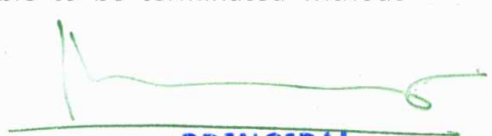
4. Offer Validity:

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:



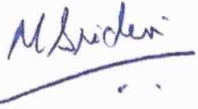

PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M).
R.R. Dist. Telangana.

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: 15/07/2022


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)



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

SALARY ANNEXURE

Name: LRaj 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.

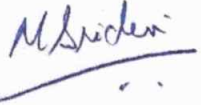


[Handwritten Signature]
PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
 Gunthapally (V), Abdullapurmet (M),
 R.R. Dist. Telangana.

Documents required to submit -

1. Passport Photograph
2. Educational Certificates: compulsory
 - 2.1. 10th Mark Memo
 - 2.2. Highest Qualification Provisional certificate
3. ID Proof - PAN card
4. Address Proof (Both Present & Permanent) - Ration Card, Aadhar Card, Voter ID card, Driving License
5. Salary Certificate/ Salary Slips – **For Experienced Candidates**
6. Experience Certificates - **For Experienced Candidates**
7. Past Employment & Resignation Letters - **For Experienced Candidates**
8. Any certification relevant to the Job Profile / Skills Hired , if any
9. Contact details
 - 9.1. Mobile Number linked with Aadhaar
 - 9.2. Person name and contact number for Emergency contact

PrimEra Medical Technologies Private Limited



Sridevi Menon

Senior Manager - HR



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

EMPLOYMENT OFFER

15/07/2022

Neeradi Ajay

Dear Ajay,

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 **18/07/2022** 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.

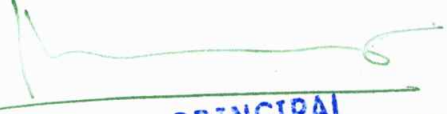
4. Offer Validity:

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:



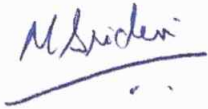

PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M)
R.R. Dist. Telangana.

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: 15/07/2022

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)



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

SALARY ANNEXURE

Name: N.Ajay

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.

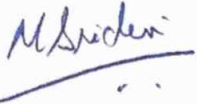


PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
 Gunthapally (V), Abdullapurmet (M),
 R.R. Dist. Telangana.


Documents required to submit -

1. Passport Photograph
2. Educational Certificates: compulsory
 - 2.1. 10th Mark Memo
 - 2.2. Highest Qualification Provisional certificate
3. ID Proof - PAN card
4. Address Proof (Both Present & Permanent) - Ration Card, Aadhar Card, Voter ID card, Driving License
5. Salary Certificate/ Salary Slips – **For Experienced Candidates**
6. Experience Certificates - **For Experienced Candidates**
7. Past Employment & Resignation Letters - **For Experienced Candidates**
8. Any certification relevant to the Job Profile / Skills Hired , if any
9. Contact details
 - 9.1. Mobile Number linked with Aadhaar
 - 9.2. Person name and contact number for Emergency contact

PrimEra Medical Technologies Private Limited



Sridevi Menon
Senior Manager - HR



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Dunthepally (V), Abdullapurmet (M),
R.R. Dist. Tadipatri.

08th July, 2022

Dear **Nenavath Sujatha**

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 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
Ganthapally (V), Abdullapurmet (M),
R.R. ...



September 02, 2022

P.Divya
48-47/12 papaiah yadav nagar
Balnagar Hyderabad
Telangana-500037

Dear P.Divya,

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 **September 05, 2022**. 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.

Your initial place of posting shall be at the Company's office located at **Building No 12B, Mindspace, Hyderabad**. The Company works across different geographies providing services to its clients and you may be required to go through appropriate induction and orientation along with necessary training programme. The training is given to ensure that you are compliant with the best practices followed by the Company on a worldwide basis. However, your services are transferable and you may be assigned/transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

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

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

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

PERFORMANCE OF DUTIES

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

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual fixed salary of **Rs.234,000.00, (Rupees Two Lakh Thirty Four Thousand Only)**. Your cost to the Company (CTC) shall be **Rs.297,975.00, (Rupees Two Lakh Ninety Seven Thousand Nine Hundred Seventy Five Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

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

BONUS

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

TERMINATION OF EMPLOYMENT

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

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

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

The notice period matrix, as provided under the Company's Separation Policy, shall be applicable with the change in employee job family, job role and employment status. The provisions of the notice period matrix, as provided under the Company's Separation Policy, shall over-ride the notice period as stipulated in the appointment contract or any other document issued before this date. No separate individual employee consent shall be necessary for applicability of this clause.

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



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.

P.Divya, 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:

P.Divya

Date: _____



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



112

Please find below the salary annexure for your reference:

Optum Global Solutions (India) Private Limited		
P.Divya 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
Anthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.



08th July, 2022

Dear **Pinjari Thaharabhee**

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



September 02, 2022

Ragula Lokesh
21-4-827/3 Puranapool
Hyderabad Telangana-500064

Dear Ragula.Lokesh,

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 **September 05, 2022**. 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.

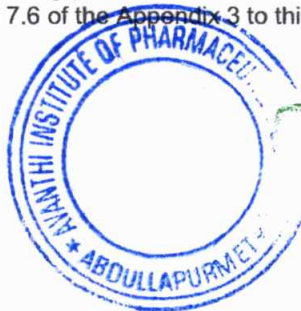
PROBATION

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), Hayath Nagar (M),
Ranga Reddy Dist.

Your initial place of posting shall be at the Company's office located at **Building No 12B, Mindspace, Hyderabad**. The Company works across different geographies providing services to its clients and you may be required to go through appropriate induction and orientation along with necessary training programme. The training is given to ensure that you are compliant with the best practices followed by the Company on a worldwide basis. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

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

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

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

PERFORMANCE OF DUTIES

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

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual fixed salary of **Rs.234,000.00, (Rupees Two Lakh Thirty Four Thousand Only)**. Your cost to the Company (CTC) shall be **Rs.297,975.00, (Rupees Two Lakh Ninety Seven Thousand Nine Hundred Seventy Five Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

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

BONUS

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

TERMINATION OF EMPLOYMENT

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

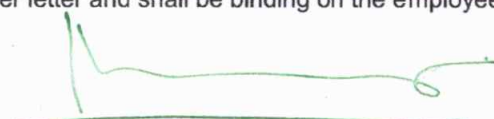
After completion of the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 30 days notice. The Company reserves the right either to accept your pay and allowance / towards the notice period or demand for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

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

The notice period matrix, as provided under the Company's Separation Policy, shall be applicable with the change in employee job family, job role and employment status. The provisions of the notice period matrix, as provided under the Company's Separation Policy, shall over-ride the notice period as stipulated in the appointment contract or any other document issued before this date. No separate individual employee consent shall be necessary for applicability of this clause.

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




PRINCIPAL
Avanthi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

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.

Ragula Lokesh, 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:

Ragula Lokesh

Date: _____





- PRINCIPAL
Avanthi's Institute of Pharmaceutical Sciences
Gunthapally (V) Hayath Nagar (M),
Ranga Reddy Dist.



Please find below the salary annexure for your reference:

Optum Global Solutions (India) Private Limited		
Ragula Lokesh 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), Hayath Nagar (M),
Ranga Reddy Dist.

Date: 12-Aug-2022
Ref: APL/Unit/HR/Offer/2022
Ms. Sadia omer

Dear Ms. Sadia omer,

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-Aug-2022**. 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:

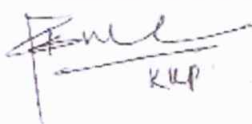
- Copies of certificates (including mark sheets) along with originals, for proof of age, educational qualifications, conduct etc.
- Independent references with phone Nos-Other than relatives.
- Passport size photographs – 08 Nos, stamp size photograph-02 Nos.
- Blood grouping certificate and medical 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, Ameerpet, Hyderabad - 500 038 T.S., INDIA Tel: +91 40 2373 6370 Fax: +91 40 2374 7340, Email: info@aurobindo.com

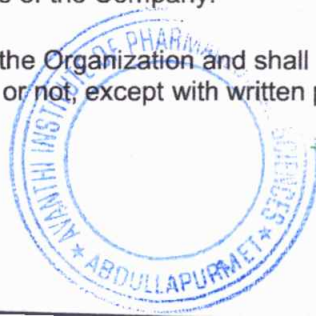
www.aurobindo.com



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 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.



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
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.
- Non-compliance of cGMP procedures/ practices knowingly shall be considered as betrayal and breach of integrity.
 - 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.
 - 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.



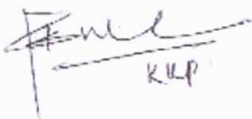

PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gurthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.

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:



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

08th July, 2022

Dear **Sidrath Ul Muntaha Qureshi**

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.

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

Date: 10-Oct-2022

Ms Navya Thati

HNO:12-48, beside Ghmc work office

Habsiguda, Hyderabad, Telangana-500013

Sub: Offer Letter

Dear **Ms Navya Thati**,

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 **14-October-2022** 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.

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



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

- 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

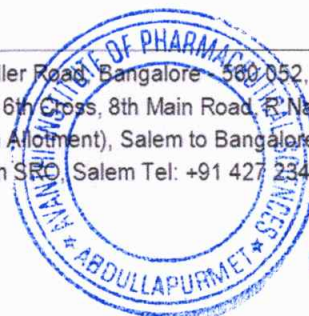
I have carefully read and understood the above Offer including the attached terms and conditions and accept the same. I agree to be bound by rules and regulations of the Company as amended from time-to-time.



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, RR 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



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

Ms. Radha

Address:2-58/1

Autonagar

Hyderabad-500068

Subject: Offer Letter

Dear Radha,

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 **30-September-2022** 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

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-16-Sep-2022

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



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

We specialize in:

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

Date: 10-Oct-2022

Mr Syed Ashraf

**HNO:5-3-97, Church compound,
Khammam, Telangana-507001**

Sub: Offer Letter

Dear **Mr Syed Ashraf,**

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 **14-October-2022** 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

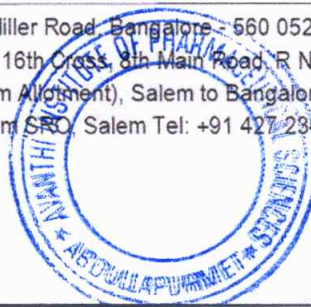
**Gokulakannan S,
Manager – Human Resources.**

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 SAC, Salem Tel: +91 427 234029



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

- 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.

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, 2th 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



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

We specialize in:

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

Date: 10-Oct-2022

Mr Prashanth Gunti

HNO:4-2-91, Ansari colony, Ramgiri

Nalgonda, Telangana-508001

Sub: Offer Letter

Dear Mr Prashanth Gunti,

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 **14-October-2022** 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

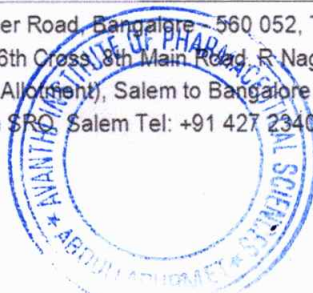
Gokulakannan S,
Manager – Human Resources.

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 Annthapalayam Village

Suramangalam SRO, Salem Tel: +91 427 234029



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

- 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.

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



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
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@adroit-services.net.in

website: www.adroit-services.net.in CIN: U74140DL2014PTC270555

Adroit/2022/2846

July 10, 2022

AMRUTHAM MANASA

5-285/1 Vanasthalipuram Rd
Hyderabad Telangana-500070

Dear **AMRUTHAM MANASA**,

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 **July 12, 2022**.

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)

Accepted & Agreed

www.adroitglobalgroup.com



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
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@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



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

Date: 03rd November 2022

Ms A.Vani,
Hyderabad
Mob No :9652145693
Mail :vaniade564@gmail.com

Dear Vani,

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 **06th November 2022** 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

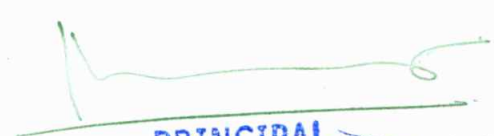
Sneha Synergy Solutions Private Limited

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.

10th July, 2022Dear **A.Srilekha**

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.



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

Adroit/2022/2849

July 11, 2022

BATTU PAVAN KUMAR

3-10/A Raghavendra colony

Kothaguda Hyderabad

Telangana-500070

Dear **BATTU PAVAN KUMAR,**

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 **July 14, 2022**.

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)

Accepted & Agreed



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapaliy (V), Abduilapurmet (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@adroit-services.net.in

website: www.adroit-services.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



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

Ms L.Bhavitha,
Hyderabad
Mob No :9866741258
Mail :bhavithalaggam@gmail.com

Dear Bhavitha,

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 **06th November 2022** 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.



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@adroit-services.net.in

website: www.adroit-services.net.in CIN: U74140DL2014PTC270555

Adroit/2022/2859

July 21, 2022

SHARA TABASSUM

2-510 Sai colony Hayathnagar
Hyderabad Telangana-500070

Dear **SHARA TABASSUM**,

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 **July 23, 2022**.

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)

Accepted & Agreed



[Signature]
PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
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@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



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

We specialize in:

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

Date: 10-Oct-2022

Ms Akshitha Gaddam

HNO:19-1349/2, Vinobha nagar

Miryalaguda, Telangana-508207

Sub: Offer Letter

Dear **Ms Akshitha Gaddam,**

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 **14-October-2022** 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

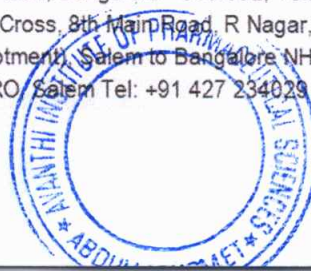
Gokulakannan S,
Manager – Human Resources.

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



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

- 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.

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



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
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@adroitservices.net.in

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

Adroit/2022/2867

July 23, 2022

PAGADALA SAIKISHORE

3-4-156 Christian colony

Karimnagar Telangana-505001

Dear **PAGADALA SAIKISHORE,**

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 **July 27, 2022**.

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)

Accepted & Agreed

www.adroitglobalgroup.com



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
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@adroit-services.net.in

website: www.adroit-services.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



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

08th July, 2022Dear **Lakavaram Arpana**

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), Abdullahpurmet (M),
R.R. Dist. Telangana.

Ms M.Thabussum,
Hyderabad
Mob No :7899654782
Mail :Mariyamthabussum@gmail.com

Dear Thabussum,

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 **06th November 2022** 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.



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/2022/2869

July 23, 2022

MUTHYALA SRI TEJA

2-4-165 Raichur Rd Kidwaipet

Mahbubnagar Telangana-509001

Dear **MUTHYALA SRI TEJA,**

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 **July 27, 2022**.

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)

Accepted & Agreed

www.adroitglobalgroup.com



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
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@adroitservices.net.in

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

196

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



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

Date: 03rd November 2022

Ms P.Lavanya,
Hyderabad
Mob No :7855214789
Mail :lavanyaputta@gmail.com

Dear Lavanya,

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 **06th November 2022** 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.



Contingency Offer Letter

October 21, 2022

NAKARKANTI KAVYA

5-1-23, Vallabh nagar, MBNR-509001, Telangana.

Dear Kavya,

Congratulations! We are impressed with your performance in interview with us and the information provided by you in your employment application and during selection process. We are pleased to offer you employment with us as **Software Trainee**. Your commencing remuneration will be INR. **359000** CTC (Cost-To-Company) per annum.

You are entitled for an annual bonus of INR. **100000** at company's discretion.

This offer is valid for 2 days and stands nullified, if you do not confirm the acceptance of our offer letter with in this validity period. If you accept our offer, please sign second copy of this letter as confirmation of your willingness to join, and provide us the date of joining within the validity period. Aptroid Consulting (India) Pvt Ltd. may revoke this contingency offer letter, at any time with or without written notice for any lawful reason. When you join us, you have to submit the required documents as per the annexure and sign the employment agreement. Your appointment is subject to verification of references, submission of all documents, and veracity of information provided by you.

Prior to your acceptance, HR Partner will provide you copies of employment agreement, salary structure and appointment terms. HR Partner and Delivery Head will also orient you about organization, its expectations about your deliverables and provide clarifications for any queries you might have. This offer will become valid only after your certify that you have been provided with all information about the employment you might be required / want to know.

We look forward to welcoming you to Aptroid Consulting.

Sincerely,

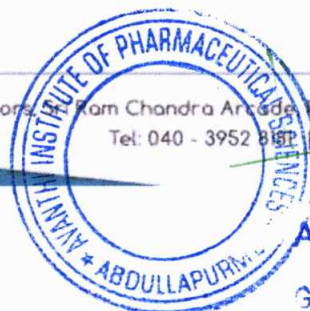
Lalitha V

Lalitha V Chowdary

Sr. Manager - HR & Operations

Encl: Required Documents List

*** This is a digitally signed document





Date: July 10, 2022

To

Palleboina Sai Krishna

LETTER OF INTENT

Dear **Palleboina Sai 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 12/07/2022.

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: 15th July, 2022

Confidential...

Mr. P.Baswaraj

Letter of Offer

Dear Mr.Baswaraj,

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 19st Jul, 2022** 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: July 10, 2022

To

Bathula Sudeer Kumar Babu

LETTER OF INTENT

Dear **Bathula Sudeer Kumar 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 12/07/2022.

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, 2022

To

Rayanchu Santosh

LETTER OF INTENT

Dear **Rayanchu Santosh**

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 12/07/2022.

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, 2022

To

Jampala Sai Vardhini

LETTER OF INTENT

Dear **Jampala Sai Vardhini**

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 12/07/2022.

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

CIN: U72200KA2007FTC042522



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

Date: 23 May 2022

Ms. Afsha Begum,
H-No: 1-108, Betasingaram village,
Abdulapur (M), R.R dist,
Pin-501512.

Dear Afsha begum,
Congratulations!!!

We are pleased to offer you the position of Clinical Research Coordinator with Induss Hospital based on the interview, discussions, you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You will be designated as Quality Control personnel.
2. Your date of commencement of employment will be intimated.
3. You will be entitled to receive compensation and benefits CTC of Rs. 1,80,000 PA.
4. Your employment would be subject to the terms and conditions, mentioned in your appointment letter which will be issued to you on your joining day.
5. Please bring along the below listed documents/ details on your day of joining.
 - a. Date of birth proof certificate (Copy of Passport/ Birth certificate/ S.S.C) (2 Copies)
 - b. Academic certificates (all from 10th to highest)
 - c. Two Passport size photographs (Recent)
6. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us,

Yours truly,

P. Venkatesh
23/5/22
Dr. P. Venkatesh
Head of the Department.
Induss Hospital Clinical Research Department.
Krishnaveni Nagar,
Near Municipal Office,
Saroornagar-500060,
Telangana, Hyderabad.



[Signature]
PRINCIPAL
Avanthi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

Aagroyasri, State Govt. EHS, TSTRANSCO, TSSPDCL & All Health Insurance Cards Accepted

Opp: Kothapet Fruit Market, Near Gaddiannaram Municipal Office, Krishnaveni Nagar Colony,
Kothapet, Hyderabad - 500 035. T.S. Ph : 040-2405 6513, 2405 6070 Helpline: 9246270270

EMPLOYMENT OFFER

15/07/2022

Kotagiri Gouthami

Dear Gouthami,

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 **18/07/2022** 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:



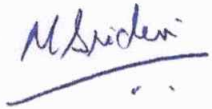

- PRINCIPAL
Avanathi Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.

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: 15/07/2022


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)



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

SALARY ANNEXURE

Name:K.Gouthami

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.

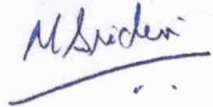


PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
 Gunthapally (V), Abdullapurmet (M),
 R.R. Dist. Telangana.

Documents required to submit -

1. Passport Photograph
2. Educational Certificates: compulsory
 - 2.1. 10th Mark Memo
 - 2.2. Highest Qualification Provisional certificate
3. ID Proof - PAN card
4. Address Proof (Both Present & Permanent) - Ration Card, Aadhar Card, Voter ID card, Driving License
5. Salary Certificate/ Salary Slips – **For Experienced Candidates**
6. Experience Certificates - **For Experienced Candidates**
7. Past Employment & Resignation Letters - **For Experienced Candidates**
8. Any certification relevant to the Job Profile / Skills Hired , if any
9. Contact details
 - 9.1. Mobile Number linked with Aadhaar
 - 9.2. Person name and contact number for Emergency contact

PrimEra Medical Technologies Private Limited



Sridevi Menon
Senior Manager - HR



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

We specialize in:

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

Date: 10-Oct-2022

Ms Sirisha Mandrukamala

HNO:10-3, East Marredpally, Hyderabad

Telangana-500026

Sub: Offer Letter

Dear Ms Sirisha Mandrukamala,

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 **14-October-2022** 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.,

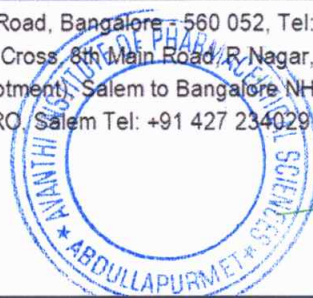
Gokulakannan S

Gokulakannan S,
Manager – Human Resources.

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 Amapalayam Village, Suramangalam SRO, Salem Tel: +91 427 234029



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

- 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.

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



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

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

Date: 10-Oct-2022

Ms Lingala Preethi sagar

HNO:10-12/B, SBI bank colony, tirumala hills

Malakpet, Hyderabad, Telangana-500026

Sub: Offer Letter

Dear **Ms Lingala Preethi sagar**,

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 **14-October-2022** 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

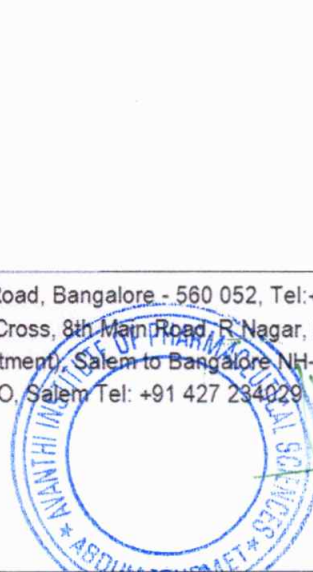
Gokulakannan S,
Manager – Human Resources.

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



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

- 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

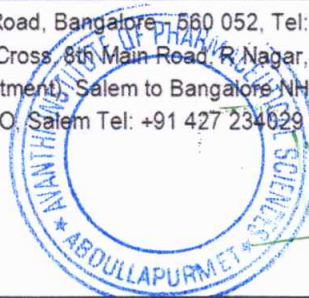
I have carefully read and understood the above Offer including the attached terms and conditions and accept the same. I agree to be bound by rules and regulations of the Company as amended from time-to-time.

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



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

We specialize in:

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

Date: 04-Oct-2022

Ms Sindhu Amme

Sri mahalaxmi girls hostel, Ganesh nagar colony

Indira nagar, autonagar, Hyderabad

Telangana-500070

Sub: Offer Letter

Dear Ms Sindhu Amme,

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 **08-October-2022**

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

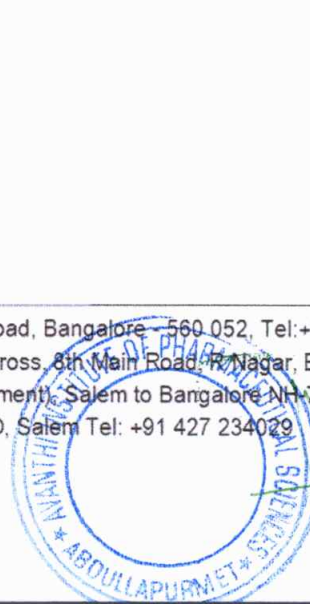
Gokulakannan S,
Manager – Human Resources.

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, RR 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



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

- 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.

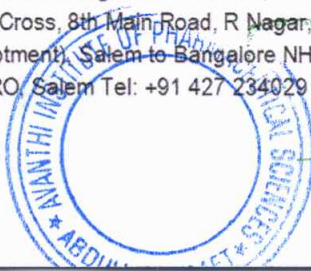
Declaration

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.

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



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



September 02, 2022

Kumbam Manasa
2-8-258/1 Geetha bhavan
Mukarampura Karimnagar
Telangana-505001

Dear Kumbam Manasa,

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 **September 05, 2022**. 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.

Kumbam Manasa, 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:

Kumbam Manasa

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		
Kumbam Manasa 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.



September 02, 2022

Garlapati Madhuri
2-907 Meerbagh colony
Ravindra nagar Nalgonda
Telangana-508001

Dear Garlapati Madhuri,

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 **September 05, 2022**. 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), Abdullahapurmet (M),
R.R. Dist. Telangana.

Your initial place of posting shall be at the Company's office located at **Building No 12B, Mindspace, Hyderabad**. The Company works across different geographies providing services to its clients and you may be required to go through appropriate induction and orientation along with necessary training programme. The training is given to ensure that you are compliant with the best practices followed by the Company on a worldwide basis. However, your services are transferable and you may be assigned/transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

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

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

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

PERFORMANCE OF DUTIES

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

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual fixed salary of **Rs.234,000.00, (Rupees Two Lakh Thirty Four Thousand Only)**. Your cost to the Company (CTC) shall be **Rs.297,975.00, (Rupees Two Lakh Ninety Seven Thousand Nine Hundred Seventy Five Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

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

BONUS

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

TERMINATION OF EMPLOYMENT

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


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

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

The notice period matrix, as provided under the Company's Separation Policy, shall be applicable with the change in employee job family, job role and employment status. The provisions of the notice period matrix, as provided under the Company's Separation Policy, shall over-ride the notice period as stipulated in the appointment contract or any other document issued before this date. No separate individual employee consent shall be necessary for applicability of this clause.

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




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.

Garlapati Madhuri, 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:

Garlapati Madhuri

Date: _____



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



September 02, 2022

Errola Sai Krishna
1-9-149/6 Karasgutti road
Narayankhed Sangareddy
Telangana 502286

Dear Errola Sai Krishna,

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 **September 05, 2022**. 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.

Your initial place of posting shall be at the Company's office located at **Building No 12B, Mindspace, Hyderabad**. The Company works across different geographies providing services to its clients and you may be required to go through appropriate induction and orientation along with necessary training programme. The training is given to ensure that you are compliant with the best practices followed by the Company on a worldwide basis. However, your services are transferable and you may be assigned/transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

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

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

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

PERFORMANCE OF DUTIES

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

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual fixed salary of **Rs.234,000.00, (Rupees Two Lakh Thirty Four Thousand Only)**. Your cost to the Company (CTC) shall be **Rs.297,975.00, (Rupees Two Lakh Ninety Seven Thousand Nine Hundred Seventy Five Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

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

BONUS

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

TERMINATION OF EMPLOYMENT

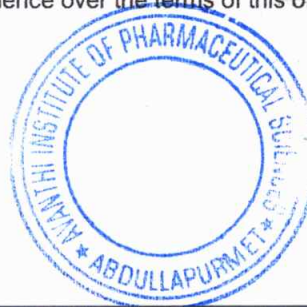
During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, Thirty (30) days notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service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


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

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

The notice period matrix, as provided under the Company's Separation Policy, shall be applicable with the change in employee job family, job role and employment status. The provisions of the notice period matrix, as provided under the Company's Separation Policy, shall over-ride the notice period as stipulated in the appointment contract or any other document issued before this date. No separate individual employee consent shall be necessary for applicability of this clause.

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




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.

Errola Sai Krishna, 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:

Errola Sai Krishna

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		
Errola Sai Krishna 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.

EMPLOYMENT OFFER

15/07/2022

Mallethula Sowjanya

Dear Sowjanya,

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 **18/07/2022** 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:



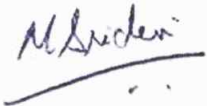
PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullahapurmet (M),
R.R. Dist. Telangana.

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: 15/07/2022

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)



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

SALARY ANNEXURE

Name: M.Sowjanya

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.

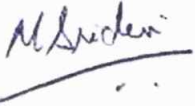


PRINCIPAL
AVANTHI INSTITUTE OF PHARMACEUTICAL SCIENCES
 Gunthapally (V), Abdullapurmet (M),
 R.R. Dist. Telangana.

Documents required to submit -

1. Passport Photograph
2. Educational Certificates: compulsory
 - 2.1. 10th Mark Memo
 - 2.2. Highest Qualification Provisional certificate
3. ID Proof - PAN card
4. Address Proof (Both Present & Permanent) - Ration Card, Aadhar Card, Voter ID card, Driving License
5. Salary Certificate/ Salary Slips – **For Experienced Candidates**
6. Experience Certificates - **For Experienced Candidates**
7. Past Employment & Resignation Letters - **For Experienced Candidates**
8. Any certification relevant to the Job Profile / Skills Hired , if any
9. Contact details
 - 9.1. Mobile Number linked with Aadhaar
 - 9.2. Person name and contact number for Emergency contact

PrimEra Medical Technologies Private Limited



Sridevi Menon
Senior Manager - HR



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

EMPLOYMENT OFFER

15/07/2022

Bobbili Leena Priya

Dear Leena Priya,

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 **18/07/2022** 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:



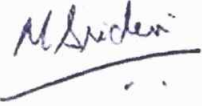
PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R. R. Dis., Telangana.

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: 15/07/2022

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)



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

SALARY ANNEXURE

Name: B. Leena priya

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.

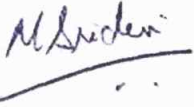


PRINCIPAL
AVANTHI INSTITUTE OF PHARMACEUTICAL SCIENCES
 Gunthapally (V), Abdullapurmet (M),
 R.R. Dist. Telangana.

Documents required to submit -

1. Passport Photograph
2. Educational Certificates: compulsory
 - 2.1. 10th Mark Memo
 - 2.2. Highest Qualification Provisional certificate
3. ID Proof - PAN card
4. Address Proof (Both Present & Permanent) - Ration Card, Aadhar Card, Voter ID card, Driving License
5. Salary Certificate/ Salary Slips – **For Experienced Candidates**
6. Experience Certificates - **For Experienced Candidates**
7. Past Employment & Resignation Letters - **For Experienced Candidates**
8. Any certification relevant to the Job Profile / Skills Hired , if any
9. Contact details
 - 9.1. Mobile Number linked with Aadhaar
 - 9.2. Person name and contact number for Emergency contact

PrimEra Medical Technologies Private Limited



Sridevi Menon
Senior Manager - HR



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



The Pharma Research

Date: 15/07/2022

To

Ms.ADIRALA PRIYANKA

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 18/7/2022 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 18th Jul, 2022 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



The Pharma Research



9985548055



thephamarresearch4@gmail.com

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



To

Ms. Ale Chandana
H.no 5-97,
Uday Nagar Colony,
Amangal,
Mahbubnagar,
Telangana-509321

Dear Chandana,

Sub: Letter of Offer for the position of 'Clinical Pharmacologist'

With reference to your application dated **09-06-2022** and the subsequent interview you had with us, we are pleased to inform you that you have been selected and offered employment in our organization on the following terms and conditions.

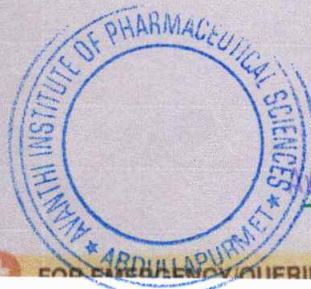
Designation : **Clinical Pharmacologist**
Department : **Clinical Audit**
Salary : **As discussed and agreed at the time of your interview**
Joining Date/Time : **On or before 13th, June 2022 at 09:00 a.m.**
Location : **Malakpet**

This offer is made based on the credentials you have furnished in your resume and as discussed during the interview. The validation of this offer is subject to back ground verification.

The offer stands cancelled if your acceptance is not received within 7 days from the date of receipt of this letter.

With Best Wishes,

Dr. A. Lingaiah
Director – Medical Services



PRINCIPAL
Ananth Institute of Pharmaceutical Sciences
Gunthapally (V), Hayath Nagar (M),
Ranga Reddy Dist.



The Pharma Research

Date: 15/07/2022

To

Mr.DUDDELA GOUTHAM GOUD

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 18/7/2022 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 18th Jul, 2022 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



The Pharma Research



9985548055



thepharmaresearch4@gmail.com



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



Telangana, Hyderabad

Mr.M.Bhavitha

Address:20-

521/2 RK nagar

Malakajiri-

500040

Subject: Offer Letter

Dear Bhavitha,

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 **30-September-2022** 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

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-16-Sep-2022

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: +91-22-33077000 Fax: +91-22-3307 7076

www.aquitysolutions.com



An ISO 9001:2015 Certified Company



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



The Pharma Research

Date: 15/07/2022

To

Mr.ETTIKAL SUKUMARAN VINAY KUMAR

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 18/7/2022 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 18th Jul, 2022 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



The Pharma Research



9985548055



thepharamaresearch@gmail.com



Telangana, Hyderabad



PRINCIPAL

AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullahapurmet (M),
507 514, Telangana

EMPLOYMENT OFFER

15/07/2022

Kotha Krishna Sahithi reddy

Dear Krishna Sahithi reddy,

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 **18/07/2022** 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:



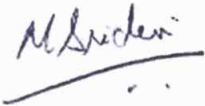
PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.

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: 15/07/2022

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.

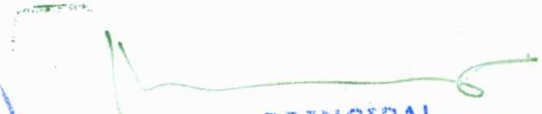
Signature of Candidate:

Date:

Place:

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




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

SALARY ANNEXURE

Name: K.Krishna Sahithi

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.

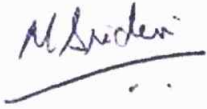


PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
 Gunthapally (V), Abdullapurmet (M),
 R.R. Dist. Telangana.

Documents required to submit -

1. Passport Photograph
2. Educational Certificates: compulsory
 - 2.1. 10th Mark Memo
 - 2.2. Highest Qualification Provisional certificate
3. ID Proof - PAN card
4. Address Proof (Both Present & Permanent) - Ration Card, Aadhar Card, Voter ID card, Driving License
5. Salary Certificate/ Salary Slips – **For Experienced Candidates**
6. Experience Certificates - **For Experienced Candidates**
7. Past Employment & Resignation Letters - **For Experienced Candidates**
8. Any certification relevant to the Job Profile / Skills Hired , if any
9. Contact details
 - 9.1. Mobile Number linked with Aadhaar
 - 9.2. Person name and contact number for Emergency contact

PrimEra Medical Technologies Private Limited



Sridevi Menon
Senior Manager - HR



PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally, Hyderabad - 501302 (M)

Mr.K.Manisha

Address:3-81
LPT market LB
Nagar-500074

Subject: Offer Letter

Dear Manisha,

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 **30-September-2022** 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

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-16-Sep-2022

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



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

EMPLOYMENT OFFER

15/07/2022

Dommati Shashidhar

Dear Shashidhar,

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 **18/07/2022** 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:



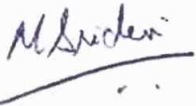
PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M)
R.R. Dist. Telangana.

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: 15/07/2022


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)



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

SALARY ANNEXURE

Name:D.Shashidhar

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

EMPLOYMENT OFFER

15/07/2022

Sambangi Chandana

Dear Chandana,

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 **18/07/2022** 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:

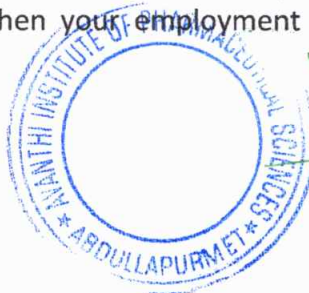
Further to inform that, The company will conduct Back ground verification including but not limited to Education, previous employment and criminal records etc.,. In the event of statements and documents furnished at any stage of the recruitment or during employment founds false, misleads, omission or 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:



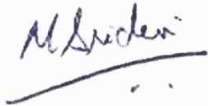
PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.

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: 15/07/2022

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)



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

SALARY ANNEXURE

Name: S.Chandana

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



AVANTHI INSTITUTE OF PHARMACEUTICAL SCIENCES

(Approved by PCI, AICTE & Affiliated to JNTUH)

Gunthapally (V), Abdullapurmet (M), R.R. Dist., Near Ramoji Filmcity, Hyderabad - 501 512.



Date: _____

NAAC

NATIONAL ASSESSMENT AND
ACCREDITATION COUNCIL

B++ GRADE

To

M.SWATHI

ABYUDAYA NAGAR

CHINTHALKUNTA-L.B.NAGAR

HYDERABAD-500070


15-12-2022

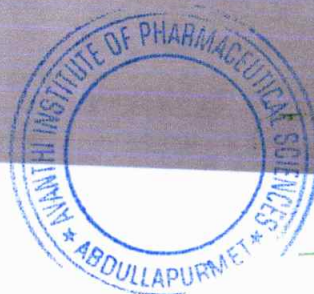
Sub: Letter of Appointment

This is with reference to the personal interview you had with the Selection Committee constituted by the management. As per the recommendation of the Selection Committee, the management is pleased to appoint you as **Asst. Professor** in Dept **PHARMACY** with the following terms and conditions

1. You will be on probation for a period of one year from the date of your joining the institute.
2. Your performance will be monitored from time to time during the probation period and in case of any deviations are noted your probation period will be extended further accordingly.
3. Please note that after successful completion period you are eligible to get many more benefits based on your performance.
4. You have to serve the Institute for a minimum period of two year. In case you want to leave the Institute well before the agreed period, you can do so with a prior notice of two months.
5. Your services will be governed by the rules and regulations laid down by AICTE and JNTUH Authorities from time to time.

You are requested to give your consent / joining report to the Principal / Director on or before 17/12/2022 failing which this appointment stands cancelled


PRINCIPAL/DIRECTOR



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



SRI VIJAY

Multi Speciality Hospital



To

T Kavya

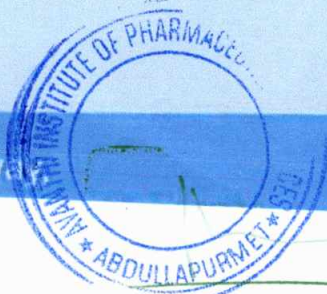
Lb nagar

Hyderabad

Subject: Letter of appointment

This is with the reference to the personal interview you had with the selection committee constituted by the management. As per the recommendation of the M.D, the management is pleased to appoint you as DMO in the Casualty and Emergency department.

You are requested to give your consent or joining report to the M.D on or before 20/07/2022, failing which the appointment will be cancelled.



Ms Y.Sandhya,
Hyderabad
Mob No :9652830401
Mail :sandhyayella@gmail.com

Dear Sandhya,

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 **06th November 2022** 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.

Mr.A.Nagesh
Address: 16-8-1
labour colony
Warangal-506002

Subject: Offer Letter

Dear Nagesh,

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 **30-September-2022** 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

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-16-Sep-2022

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



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

Ms.B.Ashwini
Address:4-1-52
Troop bazar
Abids Hyderabad-500001

Subject: Offer Letter

Dear Ashwini,

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 **30-September-2022** 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

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-16-Sep-2022

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



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

Mr.B.Bharath

Address:15-2-
399 Kishangunj
Hyderabad-500001

Subject: Offer Letter

Dear Bharath,

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 **30-September-2022** 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

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-16-Sep-2022

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



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

EMPLOYMENT OFFER

15/07/2022

Devanpally Rajashekar

Dear Rajashekar,

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 **18/07/2022** 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:



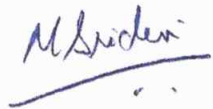
PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.

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: 15/07/2022


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)



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

SALARY ANNEXURE

Name: D.Rajashekar

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

EMPLOYMENT OFFER

15/07/2022

Kaki Srilekha

Dear Srilekha,

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 **18/07/2022** 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:



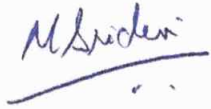
PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.

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: 15/07/2022

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)




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

SALARY ANNEXURE

Name:K.Srilekha

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.

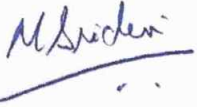


[Handwritten Signature]
PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
 Gunthapally (V), Abdullapurmet (M)
 R.R. Dist. Talasarena.

Documents required to submit -

1. Passport Photograph
2. Educational Certificates: compulsory
 - 2.1. 10th Mark Memo
 - 2.2. Highest Qualification Provisional certificate
3. ID Proof - PAN card
4. Address Proof (Both Present & Permanent) - Ration Card, Aadhar Card, Voter ID card, Driving License
5. Salary Certificate/ Salary Slips – **For Experienced Candidates**
6. Experience Certificates - **For Experienced Candidates**
7. Past Employment & Resignation Letters - **For Experienced Candidates**
8. Any certification relevant to the Job Profile / Skills Hired , if any
9. Contact details
 - 9.1. Mobile Number linked with Aadhaar
 - 9.2. Person name and contact number for Emergency contact

PrimEra Medical Technologies Private Limited



Sridevi Menon
Senior Manager - HR



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

Date: 15th July, 2022

Confidential...

Ms. P.Shravani

Letter of Offer

Dear Ms. Shravani,

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 19st Jul, 2022** 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: 18th July, 2022

Confidential...

Mr. R.Balakrishna

Letter of Offer

Dear Mr.Balakrishna,

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, 2022** 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), Abdullahpurmet (M),
P. R. Siddipet, Dist. Siddipet

Date: 18th July, 2022

Confidential...

Mr. B.Nikhil

Letter of Offer

Dear Mr.Nikhil,

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, 2022** 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: 12-Aug-2022
Ref: APL/Unit/HR/Offer/2022
Mr. Kuya Manikumar

Dear Mr. Manikumar,

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-Aug-2022**. 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:

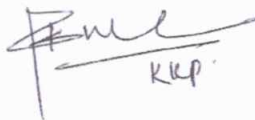
- Copies of certificates (including mark sheets) along with originals, for proof of age, educational qualifications, conduct etc.
- Independent references with phone Nos-Other than relatives.
- Passport size photographs – 08 Nos, stamp size photograph-02 Nos.
- Blood grouping certificate and medical 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

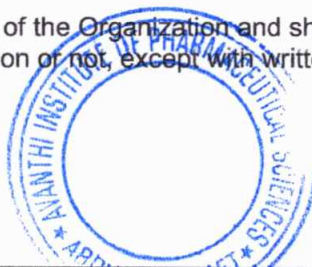
Regd. off.: Plot No. 2, Maithrivihar, Ameerpet, Hyderabad - 500 038 T.S., INDIA Tel : +91 40 2373 6370 Fax : +91 40 2374 7340, Email : info@aurobindo.com

www.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 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.



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

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.



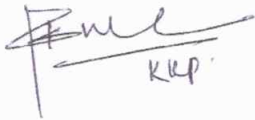

PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R.R. Dist. Telangana.

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:



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

Date: 12-Aug-2022
Ref: APL/Unit/HR/Offer/2022
Ms. Komal yadav

Dear Ms. Komal yadav,

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-Aug-2022**. 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:

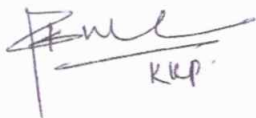
- Copies of certificates (including mark sheets) along with originals, for proof of age, educational qualifications, conduct etc.
- Independent references with phone Nos-Other than relatives.
- Passport size photographs – 08 Nos, stamp size photograph-02 Nos.
- Blood grouping certificate and medical 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, 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


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 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.



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

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.



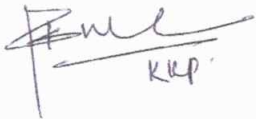

PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Munthapalle (V), Abdullapurmet (M),
Hyderabad, Telangana.

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:



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

SS&C

Date: September 18, 2022.

To

N.SREEJA,
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 September 21, 2022 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



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

SS&C

Date: September 18, 2022.

To

R.KRISHNAVENI,
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 September 21, 2022 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



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

SS&C

Date: September 18, 2022.

To

Y.SUDHEER KUMAR,
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 September 21, 2022 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



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

08th July, 2022Dear **Chikkulla Manasa**

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.

08th July, 2022Dear **Roshini Gone**

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



The Pharma Research

Date: 15/07/2022

To

Ms.VATTIPALLI SHIRISHA

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 18/7/2022 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 18th Jul, 2022 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



9985548055



thepharamaresearch4@gmail.com



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



The Pharma Research

229

Date: 15/07/2022

To

Ms. ATIKETI HAASINI

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 18/7/2022 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 18th Jul, 2022 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



The Pharma Research



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

9985548055

thepharmaresearch4@gmail.com



The Pharma Research

Date: 15/07/2022

To

Ms.SUDIREDDY DIVYA

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 18/7/2022 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 18th Jul, 2022 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



9985548055



thepharmaresearch4@gmail.com



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