


5.2.1.1-Number of outgoing students placed during the year.

During the academic year of 2020-2021 our college placements are enclosed here

SNO	NAME OF STUDENT PLACED AND CONTACT DETAILS	PROGRAM GRADUATED FROM	NAME OF THE EMPLOYER WITH CONTACT DETAILS	PAY PACKAGE AT APPOINTMENT
1	P.RAGHAVENDRA GOUD &9398070237	IV YEAR BPHARM	MSN Laboratories Private Limited 040 30438600	3.6LPA
2	PRETOM CHAKRABORTY	IV YEAR BPHARM	Aurobindo Pharma Limited 040 6672500	2LPA
3	M.MANASAK &7981620599	IV YEAR BPHARM	Divis Laboratories Limited 08922248927	2LPA
4	MOHAMMED NAZMEEN	IV YEAR BPHARM	Ags Health Private Limited 040 29709680	2LPA
5	RAJESH KUMAR MISHRA &7992325874	IV YEAR BPHARM	GMK Research Laboratories 040 29807574	2LPA
6	K.V VAISHAKH MAHADEVAN	IV YEAR BPHARM	Gland Pharma Private Limited 040 30510999	2LPA
7	Y.ANJANEYULU GOUD &9951699588	IV YEAR BPHARM	Aurobindo Pharma Limited 040 6672500	2LPA
8	SUMAIYYA MEHREEN &7097265282	IV YEAR BPHARM	Ags Health Private Limited 040 29709680	2.5LPA
9	Y.PRANAY KUMAR REDDY &9182943037	IV YEAR BPHARM	Divis Laboratories Limited 08922248927	2.5 LPA
10	T.SINDHUJA 9705050463	IV YEAR BPHARM	Ags Health Private Limited 040 29709680	2.5LPA
11	S.PRAVALIKA & 7794983136	IV YEAR BPHARM	Ags Health Private Limited 040 29709680	2.5LPA
12	M.VINOD NAIK 9505673612	IV YEAR BPHARM	Gland Pharma Private Limited 040 30510999	2LPA

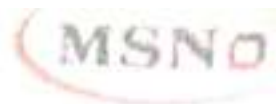
For
 Deputy Director
 Higher Education
 Government of Karnataka
 Bangalore

29	B.RAJU 9659254561	IV YEAR BPHARM	Printra Medical Technologies 040 6600 7700	2.75LPA
30	M.SNEHALATHA 7993103902	IV YEAR BPHARM	Dr Reddys Laboratories 040 44642200	3LPA
31	M.PARIMALA 8317585279	IV YEAR BPHARM	MSN Laboratories Private Limited 040 30438600	3.2LPA
32	P.PRIYANKA 9701619979	IV YEAR BPHARM	Davis Laboratories Limited 08922248927	2LPA
33	G.ROOPA RANI 9515021148	IV YEAR BPHARM	Ags Health Private Limited 040 29709680	2LPA
34	D.SINDHU 9398392253	IV YEAR BPHARM	Cipla Private Limited 022 24820 600	3.6LPA
35	M.SHIRISHA 834187188	IV YEAR BPHARM	Dr Reddys Laboratories 040 44642200	3LPA
36	M.VINAY REDDY 9701213865	IV YEAR BPHARM	Glaxo Pharma Private Limited 040 30510999	2LPA
37	B.NIKITHA 7989141983	VI YEAR PHARM-D	Avis Hospitals India Limited 9989527715	2.75LPA
38	D.SAIMOHAN 8332932263	VI YEAR PHARM-D	Indoco Remedies 68791250	3.6LPA
39	K.SHIVA KRISHNA 8863949479	VI YEAR PHARM-D	Balapur Hospital 966501201	3.6LPA
40	K.LAVANYA 8897356315	VI YEAR PHARM-D	Nakshatra Hospital 9381089980	4.2LPA
41	L.KARUNAKARAN 9515899516	VI YEAR PHARM-D	MSN Laboratories 040 3043 8600	5LPA
42	K.SRUTHI 9014882785	VI YEAR PHARM-D	Opium Solutions 9554656965	3.6LPA
43	K.MANOJ KUMAR 6302253356	VI YEAR PHARM-D	Shannuka Vaishnavi Hospital 7331160195	3.6LPA
44	K.AKHILA GOULD 9398587015	VI YEAR PHARM-D	Bharath Biotech 040 2348 0567	3.6LPA


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 Ganapathy (V), Sarathi Nagar (M)
 Rajga Reddy Dal

45	MALVIKA THAKUR 7569417290	VI YEAR PHARM-D	Apollo Hospital 080 6999 1008	4.2LPA
46	K.LEEMA 9542068557	VI YEAR PHARM-D	Avanthi Institute of Pharmaceutical Sciences 040 2756 4550	3LPA
47	ANISH KUMAR DAS 8897368129	VI YEAR PHARM-D	Novo Nordisk India 080 4030 3200	5LPA
48	M.RAGHUVARDHAN 9603725021	VI YEAR PHARM-D	Optum Solutions 9554656965	4LPA
49	S.SAIPRASAD 7036446009	VI YEAR PHARM-D	Shannuka Vaishnavi Hospital 7331160195	4LPA
50	R.USHA RANI 8008456797	VI YEAR PHARM-D	Wellness Hospital 91000 20100	3.6LPA
51	C.BALAKRISHNA 9866587541	II YEAR M-PHARM	Dr Reddys Laboratories 040 44642200	3.6LPA
52	G.SATHAVATHI 965482547	II YEAR M-PHARM	MSN Laboratories 040 30438600	3.6LPA
53	N.SRAVANTHI 7568245814	II YEAR M-PHARM	Optum Solutions 9554656965	3.6LPA
54	B DIVYA 8547021547	II YEAR M-PHARM	Dr Reddys Laboratories 040 44642200	4.2LPA
55	Y.KALPANA 7895462130	II YEAR M-PHARM	Cipla Private Limited 02224820600	4LPA
56	N.SRAVANTHI 9366451278	II YEAR M-PHARM	Dr Reddys Laboratories 040 44642200	3.2LPA

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Gurumrapally CV Highway Nalgonda (Mh)
Nalgonda, Nalgonda 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

September 16, 2023

Mr Panjala Raghavendra Goud
S/o Panjala Anjaneyulu Goud
House No. 119B,
Muralayam Street,
Kadigonda SCB LD,
M. Code No: 5048070237

Dear Mr. Panjala Raghavendra Goud,

Sub: Offer and Appointment Letter

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

1. Designation:

You will be designated as "Junior Executive-Trainee", Grade "G01", in Regulatory Affairs-Formulations Department based at MSN Laboratories Private Limited - R&D Center Location.

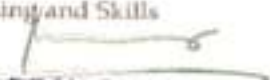
2. Remuneration:

Detailed compensation structure as Total Cost to Company Rs 180000/- is mentioned in the Annexure-I.

3. Documents to be Submitted:

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

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


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R.R. Dist. Telangana

Page 1 of 2

Name: Panjala Raghavendra Goud


15. Upon termination of your employment with the Company for any reason, you shall promptly return to the Company any keys, credit cards, passes, confidential documents or material, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things including any copies thereof, containing Confidential Information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/ property / Confidential Information in your custody have not been properly handed over by you to an authorized representative of the Company.
16. The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in clause 2 of this letter of Offer and Appointment Letter, or to carry out no duties, and to instruct you not to communicate with clients, employees, agents or representatives of the Company until your employment has been terminated, provided that you will continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You will not be entitled to engage in any other employment, work or business during the notice period.
17. Any breach of the Company's regulations/policies, failure to attain or maintain a satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and Disciplinary action will be initiated accordingly as per the Company regulations / policies.
18. Jurisdiction: Any disputes arising out of and /or related to your employment with the Company shall be subject to Hyderabad City Jurisdiction.

Acknowledgement for the Acceptance of the Offer and Appointment Letter

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

I shall report for duty on _____

Signature: _____


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PHARMACEUTICAL SCIENCES
 Gunthapally (V), At: P. H. ...met (M).
 Date _____

September 08, 2021

Annexure-I

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

TOTAL COST TO COMPANY

All figures in INR


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

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

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

For MSN Laboratories Private Limited

P Narsimha Rao
 Senior Vice President - Group HR


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 R.R. Dist. Tolangana.

October 23, 2021

Mohammed Nazmeen

Hyderabad

Offer Letter

Dear Nazmeen
Congratulations!

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

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

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

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

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


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

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

Sincerely,



Kiran Guntur
Executive Director – Human Resources


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

Acceptance of Invite:

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

Signature:

Date:

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

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

Annexure A:

CONFIDENTIAL

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

	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

Base Salary		
Basic Salary	8,500	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:


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

Candidate's Name: _____

Offer finalization checklist		
S. No	Checklist	Comments
1	About AGS	
2	Department	
3	Title	
4	Process/ Specialty (if applicable)	
5	Job Description / Role	
6	Facilities/ Project (okay to work out of any facility and project)	
7	Shift	
8	Work week & days	
9	Dress Code	
10	Offered Compensation (explain all the components) annual CTC	
11	Incentives	
12	Buddy Referral Scheme	
13	Appraisal	
14	Career progression	
15	Aspire	
16	Training - Cut off, assessments, attendance, salary	
17	Date of joining	
18	Documents Checklist	
19	Final status	

Additional Comments (if any): _____

Applicant's signature: _____

Date: _____

Recruiter's signature: _____

Date: _____



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 Gunthakapally (V.L. Adullapurmet (M),
 R.R. Dist. Telangana

Workshop for ALL Health

The documents (specimens) below are mandatory and need to be submitted on or before the joining date. Acknowledgment letter will be issued only after verification of all documents.
 Reference: See Training app - 3 row

Documents Required	Photos/Video
Workshop Identity (Address): Proof (copy of any 3 of the following): 1. Workshop drawing address 2. Landline / mobile 3. Bank pass book with address photo 4. Passport size photo with address 5. PAN card copy 6. Aadhar / Voter ID 7. MR card copy	
Education: Proof (copy of all documents): 1. 10 th / 12 th school / college / Mark sheet / certificate 2. 10 th / 12 th board / university / Mark sheet / certificate 3. Degree / diploma / Mark sheet / certificate 4. Degree / certificate / Mark sheet / certificate 5. Diploma / certificate / Mark sheet / certificate 6. Certificate / diploma / certificate / Mark sheet / certificate	
Previous Employment: Proof (copy of all documents): 1. Letter / contract / any other 2. Offer / letter / form of the previous employer 3. Following letter / Experience letter from all previous employer 4. Bank statements of salary account including PAN card	


OK to work in the following locations	OK to work in the following shifts
Regulatory	Morning (8:30 am - 05:30 pm)
Manufacturing	Evening (07:30 pm - 03:30 am)
	Evening (4:30 pm - 01:30 am)
	Night (11:30 pm - 07:30 am)
	OT / Training

Note: It is mandatory that you submit your pan card & passport copy at the time of joining. If you do not have a pan card or passport, please apply for the same and submit the acknowledgment slip to the HR team on the date of joining. For pan card application please follow

ETC

Take home

Date & Signature


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 R.R. Dist. Telangana

DOCUMENT OF UNDERSTANDING

Facility / Place of work:

- I will be required to work out of any office in Hyderabad based on business requirements

Shift Hours / Process / Project:

- I will be required to work any 9-hour shift and be deployed in any project / process based on business requirements.

Compensation / Salary:

- The take-home offered by AGS Health is pre-tax. Any professional / income tax that is applicable will be deducted from the take-home offered.

I understand and agree to abide by all the requirements mentioned above as part of my employment with AGS Health

Signature:

Date:



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

Date: 09 Sep 2021
Ref: APL/Unit IV/Offer/2021
Mr. Anjaneyulu Goud

Dear Mr. Anjaneyulu Goud,

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, Unit IV, 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, APLIC, EPIP, IDA, Pashamylaram, Patancheru Revenue Mandal, Medak District 502 307, Telangana on the terms and conditions as agreed by you at the time of interview and that are mentioned in Annexure - I.

You are advised to join on or before **15-Sep-2021**. You are advised to report at our Aurobindo Pharma Limited, Unit IV, 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, APLIC, 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 hri@aurbindo.com

For **AUROBINDO PHARMA LIMITED,**



KIRAN KUMAR P
DEPUTY GENERAL MANAGER-HUMAN RESOURCES


IDN : L24229TG1986PLC0151901

AUROBINDO PHARMA LIMITED

PAN No. AABCA7366H

Corp. off.: The Metro Mark Building, Plot No. 11, Survey No.5, White City, Eastgate, Hyderabad - 500 084 T.S., INDIA Tel.: +91 40 6672 5000 / 1200 Fax: +91 40 6707 4058
Regd. off.: Plot No. 2, Marthahalli, Amanpet, Hyderabad - 500 028 T.S., INDIA Tel.: +91 40 2373 6370 Fax: +91 40 2374 7340, Email: info@aurbindo.com

www.aurbindo.com

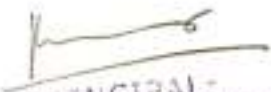

KIRAN KUMAR P
DEPUTY GENERAL MANAGER-HUMAN RESOURCES
Gunthapally (V), Alidullapurmet (M),
R.R. Dist. Telangana

Annexure - I

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

DR. B. M. G. Management
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Senthapally (V), Abdullapurmat (t),
S.R. Dist. Tirumana

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


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

26. Your services shall be terminated with three months 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 60 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 co@aurobindo.com or ig@aurobindo.com.
30. The appropriate Courts of Law situated in Hyderabad / Secunderabad shall alone have exclusive jurisdiction to try any disputes arising out of this contract of employment.

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

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

For AUROBINDO PHARMA LIMITED,




KIRAN KUMAR P
DEPUTY GENERAL MANAGER-HUMAN RESOURCES

DECLARATION

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

Date:

Signature:



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R.R. Dist. Telangana.

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

Dear Mr. Pretom Chakraborty,

Letter of Offer

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

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

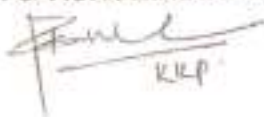
While joining, you are advised to submit the following for our verification and records:

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

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

In case you do not join us by the stipulated time, this offer will be withdrawn at the sole discretion of management. Please confirm your date of joining by e-mail Id: hr@aurobindo.com

For AUROBINDO PHARMA LIMITED,



KIRAN KUMAR P
DEPUTY GENERAL MANAGER-HUMAN RESOURCES


(CIN : L24239TG1986PLC015190)

AUROBINDO PHARMA LIMITED

PAN No. AABCA7366H

Corp. off: The Water Mark Building, Plot No. 11, Survey No.8, 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, Madhavacher, Amanapur, Hyderabad - 500 036 T.S., INDIA Tel: +91 40 2373 6370 Fax: +91 40 2374 7346, Email: info@aurobindo.com

www.aurobindo.com




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R.R. Dist: Telangana.

Annexure - I

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

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R.R. Dist. Telangana

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


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

- 26 Your services shall be terminable with three month's prior notice in writing on either side or three months' Notice Pay in lieu thereof
- 27 You will be retired from the services of the Company on attainment of 58 years of age
- 28 Acceptance of this offer also confirms your consent to the Company, to carry out necessary background verification/checks on your academic credentials, previous employment and other records etc by a third party Service Provider/ internal HR team. Submission of inappropriate/false information by you will lead to termination of your employment without any notice followed by appropriate legal proceedings.
- 29 Your attention is drawn to the 'Code of Conduct for dealing in shares of the Company' formulated as per the requirements of SEBI (Prohibition of Insider Trading) Regulations, 2015. As per the Code, all types of dealings in the shares of the Company are subject to pre-clearance and violation of the same will lead to imposing of penalties and / or other disciplinary action by the Company and also by SEBI. Further, you are required to disclose your shareholdings in the Company held by you or your immediate relative(s) as soon as you join the Company in Annexure-5 of the said Code. You may please refer to the Code or may contact Compliance Officer at cs@aurobindo.com or ig@aurobindo.com.
- 30 The appropriate Courts of Law situated in Hyderabad / Secunderabad shall alone have exclusive jurisdiction to try any disputes arising out of this contract of employment.

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

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

For AUROBINDO PHARMA LIMITED,




KIRAN KUMAR P
DEPUTY GENERAL MANAGER-HUMAN RESOURCES

DECLARATION

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

Date:

Signature:



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R.R. Dist. Telangana

OILETOct-202117826-HY

October 23, 2021

Sumaiyya Mehreen
HyderabadOffer Letter

Dear Sumaiyya,

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 ₹14000 per annum, to be paid as per the Company's incentive policy, after your successful completion of On the Job Training (OJT) which will vary from process to process. Annexure A contains the break-up of your compensation package.

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

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

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

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

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

Sincerely,

Kiran Guntur
Executive Director – Human ResourcesAcceptance 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
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R.R. Dist. Telangana

Annexure A:

CONFIDENTIAL

	Monthly ₹	Annual ₹
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	4,500	54,000
Gross Salary	12,400	148,800

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:



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 R.R. Dist. Telangana

Candidate's Name:

Offer finalization checklist		
S. No	Checklist	Comments
1	About AGS	
2	Department	
3	Title	
4	Process/ Specialty (if applicable)	
5	Job Description / Role	
6	Facilities/ Project (okay to work out of any facility and project)	
7	Shift	
8	Work week & days	
9	Dress Code	
10	Offered Compensation (explain all the components) annual CTC	
11	Incentives	
12	Buddy Referral Scheme	
13	Appraisal	
14	Career progression	
15	Aspire	
16	Training – Cut off, assessments, attendance, salary	
17	Date of joining	
18	Documents Checklist	
19	Final status	

Additional Comments (if any):

Applicant's signature

Date:

Recruiter's signature

Date:


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 R.R. Dist. Telangana



Welcome to AGS Health!

The documents mentioned below are mandatory and need to be submitted on or before the joining day. Appointment letter will be issued only after verification of all documents.
Passport Size Photograph - 3 nos.

Documents Required	Please Tick
Government Identity /Address Proof (copy of any 3 of the following)	
Permanent driving license	
Voters ID card	
Bank pass Book with attested photo	
Passport copy (first and last page)	
Ration card	
Aadhaar Card	
PAN card copy	
Education Proof (copy of all documents)	
10 th Std School SSC Mark Sheet / Certificate	
12 th Std School HSC Mark Sheet / Certificate	
UG Degree certificate / Mark Sheets (if any)	
PG Degree certificate / Mark Sheets (if any)	
Diploma certificate (if any)	
Certificate courses completed (if any)	
Previous Employment Proof (copy of all documents)	
Latest 3 months pay slip	
Offer letter from all the previous employer	
Relieving letter / Experience letter from all previous employer	
Bank statement of salary account matching pay slip	

Ok to work in the following locations		Ok to work in the following shifts	
Regumpet		Morning (8:00 am till 5:00 pm)	
Hitech		Afternoon (1:00 pm till 10:00 pm)	
-		Evening (4:00 pm till 1:00am)	
-		Night (6:00 pm till 3:00am)	
-		EST Timings	

Note – It is mandatory that you submit your pan card & passport copy at the time of joining. If you do not have a pan card or passport, please apply for the same and submit the acknowledgement slip to the HR team on the date of joining. For pan card assistance please follow

CTC

Take home:

Date & Signature:

[Signature]
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PHARMACEUTICAL SCIENCES
 Gunthapally (V), Adullapurmet (M),
 R.R. Dist. Telangana

DOCUMENT OF UNDERSTANDING

Facility / Place of work:

- I will be required to work out of any office in Hyderabad based on business requirements

Shift Hours / Process / Project:

- I will be required to work any 9-hour shift and be deployed in any project / process based on business requirements


Compensation / Salary:

- The take-home offered by AGS Health is pre-tax. Any professional / income tax that is applicable will be deducted from the take-home offered

I understand and agree to abide by all the requirements mentioned above as part of my employment with AGS Health

Signature:

Date:


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

October 23,2021

Sindhuj Reddy
Hyderabad

Offer Letter

Dear Sindhuj 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 **₹14000 per annum**, to be paid as per the Company's incentive policy, after your successful completion of On the Job Training (OJT) which will vary from process to process. Annexure A contains the break-up of your compensation package.

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


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

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

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

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

Sincerely,


Kiran Guntur
Executive Director – Human Resources

Acceptance of Invite:

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


Signature

Date

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

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

AGS Health Private Limited, 4 Canal Bank Road, Chennai 600 113, India
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R.R. Dist. Tadipatri


Candidate's Name: _____

Offer finalization checklist		
S. No	Checklist	Comments
1	About AGS	
2	Department	
3	Title	
4	Process/ Specialty (if applicable)	
5	Job Description / Role	
6	Facilities/ Project (okay to work out of any facility and project)	
7	Shift	
8	Work week & days	
9	Dress Code	
10	Offered Compensation (explain all the components) annual CTC	
11	Incentives	
12	Buddy Referral Scheme	
13	Appraisal	
14	Career progression	
15	Aspire	
16	Training – Cut off, assessments, attendance, salary	
17	Date of joining	
18	Documents Checklist	
19	Final status	

Additional Comments (if any)

Applicant's signature

Recruiter's signature


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PHARMACEUTICALS
 Gunthapally (V), Abuljafferpet (M),
 R.R. Dist. Telangana
 Date: _____

Joining Documents Check List

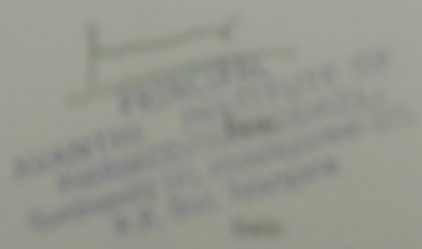
Candidate's Name _____

Offer finalization checklist		
S. No	Checklist	Comments
1	About AGH	
2	Department	
3	Title	
4	Previous Specialty if applicable	
5	Job Description / Role	
6	Facilities/Project where to work out of any facility and project	
7	Shift	
8	Work week & time	
9	Grave Code	
10	Offered Compensation (explain all the components) annual (%)	
11	Benefits	
12	Health Insurance Scheme	
13	Appraisal	
14	Career progression	
15	Report	
16	Training - List all assessments, attendance, others	
17	Time of joining	
18	Documents Checklist	
19	Final notes	

Additional Comments (if any)

Applicant's signature _____

Recruiter's signature _____



DOCUMENT OF UNDERSTANDING

Facility / Place of work:

- I will be required to work out of any office in Hyderabad based on business requirements

Shift Hours / Process / Project:

- I will be required to work any 9-hour shift and be deployed in any project / process based on business requirements


Compensation / Salary:

- The take-home offered by AGS Health is pre-tax. Any professional / income tax that is applicable will be deducted from the take-home offered

I understand and agree to abide by all the requirements mentioned above as part of my employment with AGS Health

Signature:

Date:



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R.R. Dist. Telangana.

ORLETCd/202117805-HY

October 20, 2021

S. Prasadha
Hyderabad

Offer Letter

Dear S. Prasadha,

Congratulations!

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

Your annual cost to company (CTC) would be **₹14,00,000**. In addition to this, you will also be eligible for a performance based incentive up to **₹1,40,000** per annum as per the company's incentive policy after your successful completion of "On the Job Training (OJT)" which will vary from process to process. Moreover, it includes the break-up of your compensation package.

Your base location will be at Hyderabad. You will be required to work at 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 geographical location and you may be asked to work in different shift timings.

We request you to join us on or before **October 28, 2021**. Please note that this appointment is subject to satisfactory completion of background verification and other joining formalities.

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

AGS Health is an affirmative diversity complying with government regulations, for a candidate seeking employment with AGS Health, it is imperative that you adhere to the recruitment policy and guidelines to report. This would be another 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,

Arjun Kumar
Executive Director - Human Resources

Acceptance of Offer:

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

Signature:

Date:

This document shall stay effective until revoking thereof unless it is used within a valid and effective period as defined in the offer letter. It is the sole and final offer document as mentioned in the company website (www.agshealth.com).

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

Sub : Letter for Training

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

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

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

PRINCIPAL
PHARMACEUTICAL SCIENCES
Gunturapally (V), Rajamahendravaram
R.R. Dist. Telangana.

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

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

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

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

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

Yours sincerely,

For DIVI'S LABORATORIES LTD

E.SUBBA RAO

GENERAL MANAGER (P&A)

ACCEPTANCE

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

Signature: _____

Date: _____

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

☎ : 08922 248917/927

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

Mr. Bandari Sandeep
S/o Balraj
RNO 128
City/Village Hayathnagar,
Mandal Hyderabad,
District Hyderabad-501506
State Telangana.

Sub Letter for Training

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

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

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

PRINCIPAL
SWANTHI INSTITUTES
PHARMACEUTICALS
Abdulapudimet (M)
R.R. Dist. 1504

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

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

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

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

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

Yours sincerely,

For DIVI 'S LABORATORIES LTD

K. SUBBA RAO

GENERAL MANAGER (P&A)

ACCEPTANCE

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

Signature: _____

Date: _____

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

☎ :08922 248917/927

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PHARMACEUTICAL SCIENCES
Gunthapally (V), Abdullapurmet (M),
R.R. Dis., Talangana

DATE: 03/08/2023

OFFER ID: 78499-376527-388773

Offer Letter

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

Dear Vutukuru Lakshmi Srithaja,

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**.

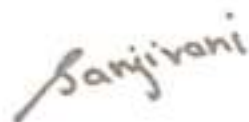
Post your interactions with our leaders at Cipla, we believe that you have the qualifications for a great career with us. At Cipla, we are committed towards **Caring for Life**. By joining Cipla you will be assured of working with fine individuals in an excellence focused and innovation driven environment.

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 08/08/2023.

We welcome you to Cipla family!

For Cipla Ltd



Sanjivani Sadani
Head HR - India Business



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

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

ANNEXURE A

Name: Vutukuru Lakshmi Srithaja
Location: Hyderabad Central

Designation: Assistant Manager
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



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

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

17/03/2023
Kavali Haritha
Hyderabad, Telangana, India

Pos. Offer of employment

CV No: N4960

We are pleased to offer you the position of **Associate Claims (NII)** at Carelon Global Solutions India LLP and your work location is: **10 Hyderabad 9-09 Building, Avanza Business Hub, Survey No. 36(P) B, Sarilingampally, Rang Reddy District, Hyderabad, Telangana, India**. We hope you are excited about the opportunity to join our vibrant team at our head office.

The proposed salary being offered to you is **₹25,000.00 (Two Lakh Seventy Five Thousand rupees only)** per annum, inclusive of all benefits. The detailed compensation structure is given as Annexure - A.

This offer is contingent upon your acceptance of the terms and conditions of the offer within 15 business days of the date of this offer. This offer is subject to the availability of the position and the approval of the relevant authorities. The offer is valid until the date of **23/03/2023** and is subject to the availability of the position and the approval of the relevant authorities. The offer is subject to the availability of the position and the approval of the relevant authorities. The offer is subject to the availability of the position and the approval of the relevant authorities. The offer is subject to the availability of the position and the approval of the relevant authorities.

Your gross starting salary of **₹25,000.00 (Twenty Five Thousand rupees only)** will be paid upon successful completion of your training/testing period as per the offer.

With effect from the date of joining, you will be eligible for all the benefits provided to the employees of the company. The offer is subject to the availability of the position and the approval of the relevant authorities. The offer is subject to the availability of the position and the approval of the relevant authorities. The offer is subject to the availability of the position and the approval of the relevant authorities. The offer is subject to the availability of the position and the approval of the relevant authorities.

We look forward to your joining the **Carelton Global Solutions India LLP team!**

Carelton Global Solutions India LLP

10 Hyderabad 9-09 Building, Avanza Business Hub, Survey No. 36(P) B, Sarilingampally, Rang Reddy District, Hyderabad, Telangana, India

Hyderabad - 501501, India

Phone: +91 98480 98480 | Email: hr@carelon.com | Website: www.carelton.com | Carelon is an Equal Opportunity Employer

Annexure - A

Associate Name	Kavali Haritha		
	Designation	Associate Claims (NII)	
		Component	Per Annum (INR)
Fixed Pay	Basic Salary	₹1,66,666.66	₹13,888.88
	PF 5%	₹8,333.33	₹694.44
Retreat	Employee Provident Fund 12%	₹3,333.33	₹2,777.77
	Gratuity	₹1,666.66	₹1,388.88
	Gross Pay	₹2,10,000.00	₹17,500.00
	Total Cost	₹2,11,666.66	₹17,638.88

- Note:**
- Carelton Global Solutions India LLP endeavors to provide the health and safety of its employees and offices at all times. In the regard, the company mandates that all its employees are fully vaccinated before they are offered employment with the Company. You must hereby declare and provide proof that you have been fully vaccinated as per the requirements of the government of India. If you have not been fully vaccinated or have not completed at least the first dose of the vaccination process with the second dose provided, you are not eligible to be appointed with the company. Commitment to vaccination status or production of these documents may result in immediate termination.
 - Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.
 - As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your Total Cost.
 - SNF Allowance payable based on the shift being worked general shift.
 - Medical Insurance is applicable only for Associates working in general shift.
 - Medical Insurance cover for Associates including for dependents for a principal amount of **₹1,00,00,000**.

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AVANTHI INSTITUTE OF PHARMACEUTICAL SCIENCES
 Gunthapally (V), At: Jullapurmet (..),
 R. N. Dist. Telangana

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

Sub : Letter for Training

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

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

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

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PHARMACEUTICAL SCIENCES
Gunthapally (V), Abulapurmet (M),
Dist: Telangana

practices, which are subject to change from time to time

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

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

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

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

Yours sincerely,

For DIVI'S LABORATORIES LTD

< SUBBA RAO

GENERAL MANAGER (P&A)

ACCEPTANCE

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

Signature: _____

Date: _____

PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Chippada - Auto available
Srinipany P.O., Rajapet (M),
R.R. Dist. Telangana

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

☎ 08922 248917/927

Ms Vaidiyala Ramya,
Hyderabad
Mob No : 79938 27822
Mail : vaidaramyachary2224@gmail.com

Dear Ramya,

EMPLOYMENT OFFER LETTER

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

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

You are advised to report to duty at M/s Dr. Reddy's Laboratories Ltd, 7-1-27, Ameerpet, Hyderabad - 500 016, Telangana, INDIA on or before 05th December 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:

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
Abdulla Syngal (P.),
R.R. Dist. Telangana

OFFER LETTER
PRIVATE & CONFIDENTIAL

29th November 2021
Hyderabad

Dear Padala Sai Sree Megana,

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

Congratulations!

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

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

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

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

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

For Spy Health Private Ltd.

Rachel

Rachel
Manager-Human Resource

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

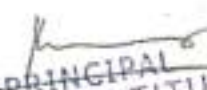
Employee Signature



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

CTC Breakup

Salary Components	Annual Amount in INR
A Fixed Salary Components	
Basic	76800
House Rent Allowance	30000
Conveyance allowance	9000
Other allowance	63600
Total Gross (A)	180000
B Deductions	
PF Employee	0
ESI Employee	0
Gratuity	0
Total Deductions (B)	0
Take Home Salary (A-B)	180000
PF Employer	0
ESI Employer	0
Total Cost to Company	180000


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

Date: 03rd September 2021

Ms CH Hopsiba ,
Hyderabad
Mob No : 8099419911
Mail : hepsibarani954@gmail.com

Dear Hepsiba,

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 2021 and if you don't report to duty on or before the said date this offer letter stands cancelled.

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

Yours truly,

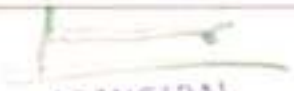
for Sneha Synergy Solutions Pvt. Ltd.


Authorized Signatory

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

Place

Date


PRINCIPAL
AVANTHI INSTITUTE OF
PHARMACEUTICAL SCIENCES
Gunthapally (V), Ashtadurgam (M),
R. T. Dist. Telangana **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 : sutibabu@snehasynergy.com, www.snehasynergy.com

CIN : U5252501G2005PTC047043

OFFER LETTER
PRIVATE & CONFIDENTIAL

23rd July 2021
Hyderabad

Dear Aida Prashanth Goud,

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 August 2021** and your posting will be Spy Health (Hyderabad).

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

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



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R.R. Dist. Telangana

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

For Spy Health Private Ltd.

Rachel

Rachel
Manager-Human Resource

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



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CTC Breakup

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



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 R.R. Dist. Telangana



Private & Confidential

Date: September 10, 2021

To,

Mr. Sandeep,
Hyderabad - 500004.

Subject: Offer of employment with Altruist Technologies Private Ltd

Dear Mr. Sandeep,

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

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

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

1. Place of work

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

2. Hours of Work

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

3. Salary / Package

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

Deductions from Salary

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

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



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

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

4. Contract Period

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

5. Probation

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

6. Confirmation

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

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

7. Laws Governing

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

8. Leave & Salary disbursement

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

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Corporate Office: Plot No. 2, Sector – 22, Technology Park, Park Road, Gurgaon, Haryana, Pin Code: 124109.
Registered Office: 4th Floor, Altruist Mount, Behind Hotel Firhill, Near Turol Road No.103, Shri Ganga, Gurgaon-124104



ALTRUIST TECHNOLOGIES PVT. LTD.

CIN: U7220011P2005PLC028970

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

9. Medical Fitness

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

10. Property

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

11. Indemnity

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

12. Confidentiality

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

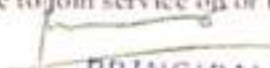
You will exclusively work for the Company and also ensure complete confidentiality of Company's information, especially from competitors and/or unauthorized persons. No information of the Company should be passed on to others without any permission or authorization by the management.

13. Documentary Evidence

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

14. Joining Date

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


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R. R. Dist. Telangana

Corporate Office: Plot No. 2, Sector - 22, Technology Park, Panchkulatti, Hyderabad, Pin Code: 500080
Registered Office: 4th Floor, Altruist Mount, Behind Hotel Firhill, Near Jinnah, Hyderabad, Pin Code: 500080



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CIN: U72200HP2005PLC028970

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

Salary Annexure

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

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

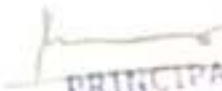
Employee's Contribution (Deductions)		
Professional Tax	200	2,400
Net Take Home Salary	27,397	328,762

Other Benefits:

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

For: Altruist Technologies Pvt. Ltd.


Joydeep Riy
Vice President


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Mumbai Road, Gurgaon, Haryana (India)
N.T. Durgam Chauraha

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



ALTRUIST TECHNOLOGIES PVT LTD

Plot No. 2, Sector - 22, Technology Park, Panchkula Haryana

September 14, 2021. It may be less than one week of the date of presentation. This letter will automatically be voided as cancelled thereafter.

1.5 Background Checks

This offer is contingent upon successful completion of background checks acceptable to the Company. We again will require information on any arrests or convictions or convictions of any crime during your employment with the Company. You will be contacted from time to time in the future to verify or clarify information. 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.

Arvind Kumar
Vice President

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

DECLARATION

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

Name : _____ Signature : _____

Date : _____

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GATEWAY ROAD, PANCHKULA (M),
HARYANA

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

EMPLOYMENT OFFER

14/08/2021

Alladi Saipriya

Dear Alladi Saipriya,

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

1. Date and place of Joining:

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

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

2. Salary:

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

3. Conditions for the Employment offer:

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

4. Offer Validity:

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

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

5. Authorized Representative:


[Signature]
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: 14/08/2021

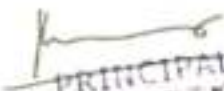
I declare and acknowledge that have read the letter of employment offer and understood the content and obligation. I have signed this offer without any coercion and free of mind to accept the same.

Signature of Candidate:

Date:

Place:

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



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R.R. Dist. Telangana

SALARY ANNEXURE

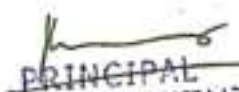
Name: Alladi Saipriya
Designation: Associate

COMPENSATION DETAILS

Salary Components	INR - Monthly	INR - Annualized
Salary Components		
Basic	11458	137500
HRA	4583	55000
Other Allowance	0	0
Special Pay	3125	37500
Statutory Bonus.	2000	24000
Sub Total	21166	254000
Employer Contribution		
PF & EP5 - Employer Cont.	1750	21000
Sub Total	1750	21000
Reimbursements		
Retention Bonus	0	0
Sub Total	0	0
Cost to the Company	22916	275000
Deduction		
PF (Employee Contribution)	1750	21000
Professional Tax	200	2400
Sub Total	1950	23400
Net Take Home (Excluding Applicable Taxes)	19217	230600

Notes: Details of Benefits offering by the company

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


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


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



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

OFFER LETTER
PRIVATE & CONFIDENTIAL

20th June 2021
Hyderabad

Dear Amreen Sultana,

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

Congratulations!

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

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

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

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

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PHARMACY

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.


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PHARMACEUTICAL SCIENCES
Gunthapally, Hyderabad (M).
R... Dist. Telangana
Employee Signature

CIC Breakup

Salary Components	Annual Amount in INR
A Fixed Salary Components	
Basic	75000
House Rent Allowance	50000
Conveyance Allowance	4000
Other Allowances	51000
Total Gross (A)	180000
B Deductions	
PF Employee	0
ESI Employee	0
Gratuity	0
Total Deductions (B)	0
Take Home Salary (A-B)	180000
PF Employer	0
ESI Employer	0
Total Cost to Company	180000


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 R.R. Dist. Telangana

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

Dear Snehalatha ,

EMPLOYMENT OFFER LETTER

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


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

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

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

Yours truly,

for Sneha Synergy Solutions Pvt. Ltd.



Authorized Signatory

Acceptance:

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

Place:

Date:

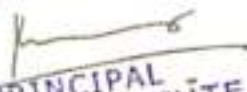
Signature

Sneha Synergy Solutions Private Limited

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

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

CIN : U525250TG2005PTC047043


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



ALTRUIST TECHNOLOGIES PVT. LTD.

CIN: U72200HP2005PLC028754

Private & Confidential

Date: September 10, 2021

To,

Ms. Edayasri,
Hyderabad - 500004.

Subject: Offer of employment with Altruist Technologies Private Ltd

Dear Ms. Edayasri,

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

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

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

1. Place of work

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

2. Hours of Work

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

3. Salary / Package

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

Deductions from Salary

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

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

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

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

4. Contract Period

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

5. Probation

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

6. Confirmation

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

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

7. Laws Governing

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

8. Leave & Salary disbursement

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

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

9. Medical Fitness

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

10. Property

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

11. Indemnity

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

12. Confidentiality

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

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

13. Documentary Evidence

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

14. Joining Date

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

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

15. Background Checks

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

With best wishes,

For: Altruist Technologies Pvt. Ltd.

Joydeep Ray
Vice President

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

DECLARATION

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

Name : _____ Signature : _____

Date : _____

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This offer is valid subject to Reference Check

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CIN: U72200DL1999PTC000190

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

Salary Annexure

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

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


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

Other Benefits:

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

For: Altruist Technologies Pvt. Ltd.


Joydeep Ray
Vice President


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CIN: U72200HR2005PTC027970

Dear Ms. Udayasri,

Congratulations! Altruist Technologies Private Limited would like to welcome you to the team.

Please carry the following documents (Originals & photocopies) at the time of joining:

- Relieving Certificate from last Employer.
- Accepted resignation letter.
- Copy of Birth Certificate / School Leaving Certificate.
- Academic & Professional Certificates.

Also carry:

- Five Recent Passport size Photographs.
- Last Three Month Pay Slip.
- If member of Provident Fund Scheme, please provide your Universal Account Number (UAN) and Provident Fund Account number (Membership number).
- Form 16 (1) (pertaining to Tax Deducted at source) from the previous employer.
- Photocopy of Passport, if available.
- Photocopy of Aadhar card, Voter ID Card, Driving License
- Photocopy of the Appointment letter accepted and signed by you.
- PAN card copy.

The terms of this offer are strictly confidential.

Yours truly,

For: Altruist Technologies Pvt. Ltd.

Joydeep Ray
Vice President

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EMPLOYMENT OFFER

14/08/2021

Salavath Priyanka

Dear Salavath Priyanka,

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

1. Date and place of Joining:

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

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

2. Salary:

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

3. Conditions for the Employment offer:

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

4. Offer Validity:

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

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

5. Authorized Representative:

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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
S. I Human Resource Department

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

We wish you a long and successful career at PrimEra.



Authorized Signatory
Sridevi Menon
Senior Manager - HR
Date: 14/08/2021

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

Signature of Candidate:

Date:

Place:

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



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SALARY ANNEXURE

Name: Priyanka


Designation: Associate

COMPENSATION DETAILS

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

Notes: Details of Benefits offering by the company

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


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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



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ALTRUIST TECHNOLOGIES PVT. LTD.

CIN: U72200HR2005PT00026970

Private & Confidential

Date: September 10, 2021

To,

Ms. Shiva Bhavani,
Hyderabad - 500004.

Subject: Offer of employment with Altruist Technologies Private Ltd

Dear Ms. Shiva Bhavani,

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

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

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

1. Place of work

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

2. Hours of Work

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

3. Salary / Package

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

Deductions from Salary

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

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

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

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

4. Contract Period

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

5. Probation

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

6. Confirmation

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

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

7. Laws Governing

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

8. Leave & Salary disbursement

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

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

9. Medical Fitness

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

10. Property

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

11. Indemnity

You will indemnify the Company in respect of any liability incurred by the Company as a direct consequence of your negligence, breach of contract, breach of duty or breach of trust in relation to the affairs of the Company. The liability of the Company for all medical related claims will be capped to the amount admissible under the medical claim 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 re turn the consent form enclosed, duly signed and accepted. However, you have to join service on or before

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Phone: +91 98150 73004
Fax: +91 98150 73004
E-mail: hr@altruisttechnologies.com



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1001, 10th Floor, 10th Avenue, Anna Nagar, Chennai - 600082

September 19, 2022. It was to our great delight and amazement to receive your letter with enthusiasm. We thank you for your interest in our company.

1. Background Details

This offer is contingent upon successful completion of background checks conducted by the Company. It is subject to the terms and conditions of the offer letter and the offer letter may be modified or rescinded at any time without notice. The Company reserves the right to accept or reject any offer of employment. The Company will accept your offer of employment only if you meet the minimum requirements of the offer letter. You and the Company will become parties to a Non-Disclosure & Confidentiality Agreement.

With best wishes,

For: Altruist Technologies Pvt. Ltd.

Ananya Ghose
HR Manager

By accepting this offer, you are accepting the terms and conditions of the offer letter. This offer may be modified or rescinded at any time without notice. The offer is subject to the terms and conditions of the offer letter.

ACCEPTANCE

I have read and understood the above terms and conditions of employment. I hereby accept the offer of employment and agree to the terms and conditions of the offer letter. I understand that the offer is subject to the terms and conditions of the offer letter.

Name: _____ Signature: _____

Date: _____

Ananya Ghose
HR Manager
Altruist Technologies Pvt. Ltd.

This offer is valid subject to background check



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

Salary Annexure

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

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

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

Other Benefits:

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

For: Altruist Technologies Pvt. Ltd.

Joydeep Ray
Vice President

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ALTRUIST TECHNOLOGIES PVT. LTD.

CIN: U72200HP2005PTC028970

Dear Ms. Shiva Bhavani,

Congratulations! Altruist Technologies Private Limited would like to welcome you to the team.

Please carry the following documents (Originals & photocopies) at the time of joining:

- Relieving Certificate from last Employer.
- Accepted resignation letter.
- Copy of Birth Certificate / School Leaving Certificate.
- Academic & Professional Certificates.

Also carry:

- Five Recent Passport size Photographs.
- Last Three Month Pay Slip.
- If member of Provident Fund Scheme, please provide your Universal Account Number (UAN) and Provident Fund Account number (Membership number).
- Form 16 (1) (pertaining to Tax Deducted at source) from the previous employer.
- Photocopy of Passport, if available.
- Photocopy of Aadhar card, Voter ID Card, Driving License
- Photocopy of the Appointment letter accepted and signed by you.
- PAN card copy.

The terms of this offer are strictly confidential.

Yours truly,

For: Altruist Technologies Pvt. Ltd.

Joydeep Ray
Vice President

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R.R. Dist. Telangana

EMPLOYMENT OFFER

14/08/2021

Bongaram Raju

Dear Bongaram Raju,

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

1. Date and place of Joining:

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

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

2. Salary:

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

3. Conditions for the Employment offer:


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

4. Offer Validity:

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

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

5. Authorized Representative:

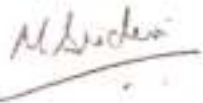

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The authorized representative on behalf of the company to issue the letter of employment offer to be signed and stamp by the designated persons

5.1 Human Resource Department

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

We wish you a long and successful career at PrimEra.



Authorized Signatory
Sridevi Menon
Senior Manager - HR
Date: 14/08/2021

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

Signature of Candidate:

Date:

Place:

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



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Genthapally (V), Abdullapermat (M),
R.R. Dist. Tolamancha

SALARY ANNEXURE

Name: Bongaram Raju

Designation: Associate

COMPENSATION DETAILS

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

Notes: Details of Benefits offering by the company

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

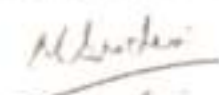


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Documents required to submit -

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



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Gunturully (V), Kollur (M),
R.D. Dist. Tadapatri

ANNEXURE

Name

Aashi Kumar Das

Designation

Junior Clinical Research Associate

Place of work

Bangalore

Salary Components	(INR pa)
Basic salary	277,500
HRA	113,750
Special Allowance	54,120
Leave Travel Allowance	25,000
Sodexo Meal Card	13,200
Ex-gratia / Bonus	21,600
Petrol Allowance	-
Driver Allowance	-
Total Guaranteed Salary per annum (A)	485,220
Co's contribution to PF @ 12% of basic	27,300
Gratuity	10,943
Total Kothala per annum (B)	38,243
Total Fixed Salary per annum (A + B)	493,463
Variable Pay	
Performance Bonus at 100% achievement	56,903
Total Variable Pay p.a. at 100% achievement (C)	56,903
TOTAL COST TO COMPANY (A+B+C)	550,365


Other Benefits (in INR):

Mediclain

Group Personal Accident

Group Term Life Insurance

Annual Medical Check-up


 Financial
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