Rajasthan Hospital

RHL/HRD/TRAINEE0625/09

TO WHOM IT MAY CONCERN

Date : 12th June 2025
Employee ID : RHL/HRD/2544

This is to certify that Dr. Monika Kriplani is currently associated with Rajasthan Hospital Limited as a **Trainee – Quality**.

She was offered this position on **10th March 2025**, and has been actively contributing to quality-related initiatives under the guidance of the Quality Department. Her monthly stipend is **₹25,000**, which is the total Cost to Company (CTC).

This letter is issued upon her request for submission to IIHMR University as part of the documentation required for her dissertation viva process.

Suniti Peswani
General Manager – People Operations

Mahavir Jaipuriya Rajasthan Hospital Jaipur-H

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

NABH Accredited
NABL Accredited
MC-5259

अपना अस्पताल
राजस्थान अस्पताल

From

The Director Health & Family Welfare-cum-
State Mission Director, ABDM
Chandigarh

To

Ms. Shivangi Sharma
#3046, Sector-21D, Chandigarh

Memo No. MS-VII-2025/ 5931
Dated Chandigarh the/ 10/6/25

Subject: - **Appointment of Project Coordinator under Ayushman Bharat Digital Mission (ABDM).**

Reference on the subject noted above.

You are hereby offered a post of Project Coordinator on Contractual basis as mentioned above at Govt. Multi-Specialty Hospital, Sector-16, Chandigarh at a consolidate pay of Rs. 25000/- (Rs. Twenty Five Thousand only) per month under Ayushman Bharat Digital Mission (ABDM) on the following terms and conditions.

ON JOINING

1. This appointment is purely on a contractual basis, initially for a period of one year under the Government's flagship scheme Ayushman Bharat Digital Mission (ABDM). The candidate will be on probation period for the first three months. The contract may be extended or curtailed at the discretion of the competent authority.

2. A consolidated monthly remuneration of ₹25000.00 shall be paid. No other allowances such as Dearness Allowance (DA), House Rent Allowance (HRA), Transport Allowance, increments, etc., shall be admissible unless specifically mentioned.

3. Either party may terminate the contract by giving one month's notice or one month's salary in lieu thereof, without assigning any reason.

4. You are entitled to one day of Casual Leave per month, which can only be availed with prior approval of the competent authority.

5. *Absence from duty for six consecutive days or more, without prior approval, shall lead to automatic termination of the appointment, without any further notice or reference.*

6. *You must submit your joining report in person, along with self-attested copies of:*

   Educational and experience certificates, Medical fitness certificate, Proof of date of birth, Aadhaar card, PAN card, Bank account details (including Bank Name, Full Address, Account Number, IFSC Code), Mobile number to the office of the Medical Superintendent-cum-Jt. Principal Medical Officer, Room No. 24, Govt. Multi-Specialty Hospital, Sector 16, Chandigarh, within 10 days of receiving this appointment letter. Failure to do so will result in automatic cancellation of the offer.

7. You are required to mark your attendance through the Biometric Attendance System installed at the hospital premises, AEBAS system, and also in the manual attendance register at both the start and end of your duty hours.

8. Continuous employment on this contractual basis shall not confer any right or preferential claim for regularization, permanent absorption, or appointment to any government post.

9. You have to perform all the duties assigned to you by your senior officer or higher authorities time to time.

10. You shall not be eligible for GPF/CPF/GIS or any similar benefits.

11. No official accommodation will be provided

12. In case of resignation or termination during the notice period, Extraordinary Leave (EOL) shall not be permitted. If EOL is availed due to unavoidable reasons, the notice period will be extended by the duration of EOL.

13. The appointee shall maintain absolute integrity, discipline, and confidentiality, and abide by the rules and regulations of the organization. Any misconduct or violation may result in termination without notice.

14. Civil Courts at Chandigarh alone shall have jurisdiction in case of any legal dispute.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Confidential

23-Jun-2025

Mr RISHI NANDAN GARG
house no 79B, surya nagar, budhsinghpura, Jaipur International Airport
Sanganer
Jaipur Division
Rajasthan 302029
India

Offer letter for appointment as Floor Executive - Level 1

Dear Mr RISHI,

Further to our discussions with you, we are pleased to offer you the position of Floor Executive - Level 1-Executive Trustee Office in Max Super Speciality Hospital, Patparganj (A Unit of Balaji Medical & Diagnostic Research Centre) on the following terms and conditions:

1. Your annual Cost to Company inclusive of retiral benefits will be **Rs.3,60,000 (Rupees Three Lakhs Sixty Thousand only).**

2. The tax incidence on the same will be borne by you. A detailed break-up of your compensation is in the attached *Annexure A*. Tax at source shall be deducted as per Income Tax.

3. You will also be covered under the Group Medical Insurance, Term Life Insurance and Accident Insurance as per Company Policies (for details refer Annexure B)

4. You shall be based at **Max Super Speciality Hospital, Patparganj (A Unit of Balaji Medical & Diagnostic Research Centre)** and shall be governed by the policies and regulations of **Max Healthcare** as communicated from time to time.

5. Your appointment will be effective from **01-Jul-2025** or any other date mutually agreed.

This Letter of offer is subject to clearance from the "Pre Employment Medical Examination" which you will be required to undergo by the company's Medical officer or such other Medical Officer that the company may appoint.

Please sign a copy of this offer letter as your acceptance. At the time of joining please bring photocopy of all testimonials, educational certificates, four recent passport size photographs, experience letter(s) from your previous employers', copy of your relieving letter from your past employer and documentary evidence of the last drawn salary.

Yours Sincerely,

Authorized Signatory

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Max Super Speciality Hospital, Patparganj
(A Unit of Balaji Medical and Diagnostic Research Centre)
(Balaji Medical and Diagnostic Research Centre
registered under the Societies Registration Act XXI of 1860)
Regd. Office: 108 A, Indraprastha Extension, Patparganj, New Delhi - 110 092
For medical service queries or appointments, call: +91-11 4303 3333
www.maxhealthcare.in

MC-2347
H-2011-0068
Feb 4, 20 - Feb 3, 23
Since Feb 4, 2011

Annexure A

Employee Name	Mr RISHI NANDAN GARG	**Designation**	Floor Executive - Level 1
Department	Executive Trustee Office	**Band Specifc**	OL1-A
Location	Max Super Speciality Hospital, Patparganj (A Unit of Balaji Medical & Diagnostic Research Centre)		

Pay Component	Monthly	Yearly
Fixed Pay		
Fixed	**26,337**	**3,16,039**
Basic	14,430	1,73,160
HRA	7,215	86,580
Special Allowance	4,692	56,299
Retirals & Benefits	**3,663**	**43,961**
Gratuity	694	8,329
Group Medical Coverage : Individual	1,073	12,875
Group Personal Accident Insurance	13	159
Group Term Life	83	998
PF Employer Cont	1,800	21,600
Total Fixed Pay	**30,000**	**3,60,000**
Total CTC	**30,000**	**3,60,000**

* Please note the above reflects the Gross Cost to Company - taxes as applicable shall be to the employee's account.
* Should an employee be eligible to receive ESI Benefits as per ESI Act, Employee's contribution (0.75% of monthly wage) will be deducted from salary.Details of ESI benefits available at www.esic.nic.in

Authorized Signatory

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Annexure B

RISHI NANDAN GARG

The details of Insurance Coverage Entitlement are listed in point 1, 2 & 3. The benefits provided by the Company , in addition to the Business Related Expense reimbursements, are listed in point 4 & 5.

S. No.	Benefit	Annual Limit (in Rs. p.a.)	Description
1	Group Health Insurance	200,000	Should an employee eligible for ESIC, he / she can opt to cover self, spouse, 2 children & dependent parent/s or parent in law/s under Group Health Insurance Scheme. Should an employee not eligible for ESIC , the Company provides medical insurance to the employees and their nominated family members (spouse & 2 children). Employee is eligible to participate in the Group Health Insurance Scheme where he / she can opt to cover his / her dependent parent/s or parent in law/s , as per the eligibility. The premium shall be borne by employee.
2	Group Term Life Insurance	10,00,000	The Company covers all its employees with a Group Term Life Insurance Scheme for a sum assured as per Band. In case of death, the nominee gets the sum assured from the Insurance Company.
3	Group Personal Accident Insurance	10,00,000	The Company covers all its employees with a Group Accidental Death/ Permanent disability scheme.
4	Medical Discounts at Max Hospitals		The Company gives medical discounts to its employees and their dependents: a. Free OPD Consultation b. 50% discount on all in house Radiology & Pathology prescriptions c. 10% discount on drugs from Max Chemists. Refer Medical Discounts Policy.
5	Mobile Bill Reimbursement limit	6,000/3,600/2,400 (Monthly limit of Rs. 500/300/200 with 15% co-payment)	The Company will reimburse actual expenses up to a limit of 85% of the actual mobile bill. **This is as per role and requires approval from Unit Head.** In case of international travel the expenses on official account will be outside the above limit. Refer Mobile Expenses Reimbursement Policy.

Yours Sincerely,

Aman Anand

Authorized Signatory

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Max Super Speciality Hospital, Patparganj
(A Unit of Balaji Medical and Diagnostic Research Centre)
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Regd. Office: 108 A, Indraprastha Extension, Patparganj, New Delhi - 110 092
For medical service queries or appointments, call: +91-11 4303 3333
www.maxhealthcare.in

MC-2347
H-2011-0068
Feb 4, 20 - Feb 3, 23
Since Feb 4, 2011

CIN : U66010RJ2020PTC070735

ATELIER INSURANCE BROKING PVT. LTD.

Strictly Private & Confidential

Date: 19 June, 2025

Sub: – Appointment as Dynamic Manager (Sales) at Atelier Insurance Broking Pvt. Ltd.

Dear, Dr. Sameera Khan,

1. We are pleased to inform you that you have been selected for the position of Dynamic Manager for the **Sales Department** at **Atelier Insurance Broking Pvt. Ltd**. During this probation period of 6 Months, you will be expected to perform all tasks and responsibilities assigned to you by your reporting manager.

2. Your DOJ in Atelier Insurance Broking will be **01 July, 2025**.

3. **Salary:** You will be entitled to a **monthly fixed salary of ₹30,000**, excluding incentives and other employee benefits.

4. Upon successful completion of the 6-month probation period, and based on your performance, you may be considered for confirmation in a suitable position (Sales Manager), subject to business requirements.

5. During the probation period, you will **not be eligible** for any additional benefits provided to permanent employees of the company.

6. You will be required to sign a **one-year bond** with the company, effective from your **Date of Joining**. By accepting this offer, you agree to serve the company for a minimum period of **12 months** from the date of joining.

7. If you choose to leave the company **before completing one year**, you will be required to pay a **penalty equivalent to one month's training expenses**, and the company reserves the right to withhold any pending dues or benefits. Henceforth your first salary will be released in the payroll cycle post 45 days.

We congratulate you and welcome you to Atelier Insurance Broking Pvt. Ltd.
Kindly confirm your acceptance of this offer by signing this offer letter.

Yours sincerely,

ATELIER INSURANCE BROKING PVT. LTD. ATELIER

Signature of Candidate

Reg. Address:- A-675, Siddharth Nagar, Near Airport Terminal T-2, JLN Marg, Jaipur
Telephone : - 0141-2947487, 7240393939 | Email Id:- info@atelierinsurance.com
IRDA Registration No. 760 | Registration Code No. IRDA/DB837/20, Valid till 21.07.2024
License Category : Direct Broker (Life & General)

Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

CIN : U66010RJ2020PTC070735

ATELIER INSURANCE BROKING PVT. LTD.

Strictly Private & Confidential

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2. Your DOJ in Atelier Insurance Broking will be **01 July, 2025**.

3. **Salary:** You will be entitled to a **monthly fixed salary of ₹30,000**, excluding incentives and other employee benefits.

Component of CTC	**Monthly (Rs.)**	**Yearly (Rs.)**
Fixed	30000	360000
Medical Insurance	500	6000
Variable	10000	120000
PF (if applicable)	3600	43200
Cost to Company	**44100**	**529200**

4. Upon successful completion of the 6-month probation period, and based on your performance, you may be considered for confirmation in a suitable position (Sales Manager), subject to business requirements.

5. During the probation period, you will **not be eligible** for any additional benefits provided to permanent employees of the company.

6. You will be required to sign a **one-year bond** with the company, effective from your **Date of Joining**. By accepting this offer, you agree to serve the company for a minimum period of **12 months** from the date of joining.

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Kindly confirm your acceptance of this offer by signing this offer letter.

Yours sincerely,

Signature of Candidate

Reg. Address:- A-675, Siddharth Nagar, Near Airport Terminal T-2, JLN Marg, Jaipur
Telephone : - 0141-2947487, 7240393939 | Email Id:- info@atelierinsurance.com
IRDA Registration No. 760 | Registration Code No. IRDA/DB837/20, Valid till 21.07.2024
License Category : Direct Broker (Life & General)

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Outlook

Re: Sharing Selected Candidates List

From HR Rungta Hospital <hr@rungtahospital.com>
Date Wed 7/20/2025 6:08 PM
To Karan Tripathi <karan.hm28@iihmr.in>
Cc Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Nityanand Rungta <nityanand@rungtahospital.com>; Dr. Dharmendra Dudi Rungta Hospital <unithead@rungtahospital.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

1 attachment (246 KB)
OL Letter.pdf;

Dear Karan Vikram Tripathi,

Greetings!

We are pleased to inform you that you have been selected for the post of **Marketing Executive** with CTC Offered- 4 LPA.

Your **Date of Joining (DOJ)** is scheduled for **21st July 2025**. Please find the **attached offer letter** for your reference, which includes the detailed terms of your employment.

Kindly review the offer letter and share your acceptance at the earliest.

We look forward to having you on board.

Yours sincerely,
Vibhuti Sogani
HR Executive

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Corp. Office: H-28, ARV PARK,
Suite 307, Third Floor,
Sector 63, Noida, UP-201301
CIN: U74999DL2020PTC361617

Date: 3 July 2025

Ms. Soumya Prasad
Address: D/O Suresh Chandra Prasad
E/108, 90 Fool Road, Near Agamkuan
Thana, Sampatehak Patna ,
Bihar- 800026

INJ Partners

Offer Letter

Dear Soumya,

This has reference to your application and subsequent interview/discussion you had with us.

We are pleased to offer you a position of **Research Associate** at **INJ Market Intelligence Private Limited**. We believe your skills and experience make you an excellent fit and a valuable addition to our organization. We look forward to welcoming you to our team.

Your starting date will be **15th July 2025** and your initial salary will be **4.06 LPA**. You will report to **Pooja Negi** and your work schedule will be on-site.

As a Research Associate, your key responsibilities will be as follows, but not limited to:

1. Perform secondary research and generating leads and build database as well as leverage proprietary databases.
2. Involved in conducting primary research and primarily quantitative research, surveys over the phone by contacting multiple stakeholders in the ecosystem across industries.
3. Probing, cross questioning to capture the right insights by the respondents on the provided links Skills Commitment and dedication to get the job done.
4. Ownership of the work.
5. To undertake the review of the literature and put up the summary of the literature.
6. Conduct primary research with KOLs, industry experts, clinicians, CROs, etc.
7. Conduct secondary research key trends, drivers, clinical trial, literature review and other aspects of the research KIQs (key intelligence questions)
8. Ability to identify appropriate information sources and conduct productive interviews as needed.
9. Support the senior team members in interpreting results with cross-referring secondary sources.
10. Responsible to conduct research in several therapeutic areas/multiple projects across

Registrar
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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Corp. Office: H-28, ARV PARK,
Suite 307, Third Floor,
Sector 63, Noida, UP-201301
CIN: U74999DL2020PTC361617

different geographies

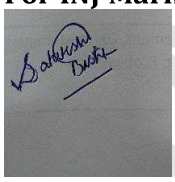
The appointment letter will be issued to you after your joining us. On the day of joining, you are required to submit soft copy of each of the following documents.

1. Academic and Professional Qualification Certificates.
2. Experience Certificate.
3. Last 3 salary slips of last employer.
4. Coloured photographs (Passport Size – 01).
5. Pan Card/Driving License /Aadhar Card/Voter Card/Passport.
6. Updated Resume.
7. Relieving letter from the immediate past employer specifying therein designation, period ofservice, reason for leaving and clearance of your accounts etc. with them (if applicable)
8. Cancelled cheque of existing HDFC Bank Account.

Kindly indicate on the copy of this letter your acceptance of your offer.
To accept this offer, please acknowledge this letter by 7th July 2025 if we don't receive your acceptance by this date, we will assume that you have declined the offer.

Thank you for your interest in INJ Market Intelligence Pvt Ltd. We look forward to working with you.

For INJ Market Intelligence Private Limited



Satakshi Bisht
HR Executive

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

INJ Partners

Corp. Office: H-28, ARV PARK,
Suite 307, Third Floor,
Sector 63, Noida, UP-201301
CIN: U74999DL2020PTC361617

Annexure -1 (Salary Structure)			
Fixed Part			
Gross salary per month	**28000**		
Components In salary	**Percentage**	**Per month**	**Per annum**
Basic Salary (Calculated on Gross Salary)	45%	12,600.00	1,51,200.00
HRA (calculated on basic wage)	40%	5,040.00	60,480.00
Conveyance allowances (Fixed)		1,600.00	19,200.00
Special allowances (Balance amount)		8,760.00	1,05,120.00
Total Gross Salary		**28,000.00**	**3,36,000.00**
PF contribution by employee	12%	1,800.00	21,600.00
Gratuity (4.33% of Gross)	4.33%	546.00	**6,552.00**
Health insurance		446.00	5,352.00
Total deductions		**2,792.00**	**33,504.00**
Variable Part - B			
Incentive		4,050.00	48600.00
Net Salary (Gross-Total deductions)		**29,258.00**	**3,51,096.00**
CTC Calculation			
Employer PF contribution (with admin charges)	13%	1,800.00	21,600.00
CTC= Gross salary + (Employer PF)		**33,850.00**	**4,06,200.00**

Note: The net salary of employee varies if employee has any salary advances & loss of pays

INJ Partners

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Offer Letter

Status: Offer Accpetance

Ms. NIDHI SHARMA
58, Mithila Vihar 2nd Manoharpura, Jagatpura
Jaipur, 302017

Letter of Offer

Dear **Ms. NIDHI SHARMA**,

This has reference to your application and the subsequent interview you had with us.

We are pleased to **Offer** you the position of **"Deputy Manager - Claims"** in the cadre of **"Deputy Manager" (Grade – "JM1")** in the Department – **"Claims"** in our Company at its **"Delhi"**, The detailed terms and conditions of your Offer are given below:

1. During the first **6 Months** of your service, you will be on probation, which may be extended at the discretion of the company. Your services with the company will be confirmed depending on your performance, however until issued a confirmation letter you shall continue to be on probation.

2. You will be paid an annual fixed compensation of **Rs 4,15,000 (Rupees Four Lakhs Fifteen Thousand Only)** on cost to the Company basis (inclusive of Company's Contribution to PF, Gratuity Fund, etc., as applicable) as per the details outlined in Annexure - I.

3. Your initial place of work will be at **"Delhi"**. However, your services are transferable anywhere in India as per company's requirement.

4. This Letter of offer is subject to production of satisfactory employment records and verification of your credentials.

5. Please note that this is only a letter of offer and **on reporting for duty, you will be issued a letter of appointment** with detailed terms and conditions of appointment which will form part of the service conditions and your services shall be governed by the service rules of the Company as covered in the Employee service rules 2006.

6. You may kindly return the duplicate of this letter of offer duly signed as a token of your acceptance mentioning your tentative date of joining. Your date of joining will be on or before **03-Jun-2025** and if you fail to report during this period, the offer stands cancelled automatically.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

JOB DETAILS

HIRING PROCESS

Offer Letter

Status: Offer Accpetance

Star Health and Allied Insurance Co. Ltd.

We wish you a successful and rewarding career in Star Health and Allied Insurance Company Limited.

With Regards,

For **Star Health and Allied Insurance Company Limited**

S. Dhinakaran

Dhinakaran S
Assistant Vice President - Human Resources

My Date of Joining - 02/6/2025

Accepted: My Tentative Date of Joining will be **03-Jun-2025.**

Nidhi

Candidate Signature
Candidate
Name: NIDHI SHARMA

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

THE MISSION HOSPITAL DURGAPUR | FUTURISTIC TECHNOLOGY. BRILLIANT MINDS.

LETTER OF INTENT

Ref: TMH/LOI/111 Dated: 29.01.2025

Ms. Ishita Mondal
Nirsa High School Road, Near KSGM College
PO-Nirsa Chatti, Dist-Dhanbad, Jharkhand, Pin-828205

Dear **Ms. Ishita**,

With reference to the discussions we had with you, the management is pleased to announce that you will be doing three months "Dissertation" in our organization starting from **12th March, 2025.**

During the dissertation period you will be paid a consolidated stipend of **Rs. 10,000/-** (Rupees Ten Thousand) only per Month.

Upon successful completion of your dissertation and completion of course, you will be appointed as **"Management Trainee"**. During this period you will be paid a stipend of **Rs. 35,000/-** (Rupees Thirty Five Thousand) only subject to statutory deductions as applicable in your case.

Further please note that you will be provided with bachelor accommodation free of cost during your dissertation period.

This is a provisional Offer, formal letter of appointment elaborating terms and conditions of employment shall l be issued once you complete dissertation and join us as Management Trainee.

Please acknowledge the receipt of this offer.

Wishing you all the best.

For The Mission Hospital,

Ramesh Lall
President-HR & Admin.

I have read, understood and accepted the terms & condition of this offer. I am willing to start my dissertation on or before .....

Name :
Signature : Date:

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Mahatma Gandhi College of Hospital Administration (MGCOHA)
a unit of
Mahatma Gandhi University of Medical Sciences & Technology (MGUMST)
Jaipur
(Established under Rajasthan Legislative Assembly Act No. 22 of 2011)

Letter of Appointment

Dr. Nandita Sharma
398 b, R K Puram
Sector-B
Engineering College
Kota

15.04.2025

Ref: No: MGUMST/HRD/ADM/5886/2025

Sub: Appointment for the Post of Trainee in Quality Department at Mahatma Gandhi Medical College and Hospital – a unit of Mahatma Gandhi University of Medical Sciences & Technology, Jaipur.

We are pleased to inform you are hereby appointed as Trainee in Quality Department at Mahatma Gandhi Medical College & Hospital – a unit of Mahatma Gandhi University of Medical Sciences & Technology, Jaipur on a consolidated **salary of Rs. 35,000/-(Thirty Five Thousand Only)** per month w. e. f. your date of joining. TDS/Other statutory deductions shall be made as per rule.
The terms & conditions of your Appointment will be as under:

1. You will be on probabtion for a period of one year from the date of your joiing the Institute. Your probation is liable to be further extended at the sole discretion of the University.
2. On successful completion of probation/extended probation period, you shall be confirmed against the above postion in writing. In absence of a written confirmation, you will be deemed to remain on probation.
3. You will be eligible for leave as per leave rules of University.
4. In all matters including those not specifically covered in the letter, you will be governed by the General Service Rules, Regulations and Administrative Order issued by the University from time to time.
5. During the course of yur employment with the Institue, you will not divulge to any unauthorized person or publish any information directly or indirectly.
6. During your probation including any extension thereof, your services are liable to be terminated without any prior notice and without assigning any reason whatsoever.
7. At the time of submisision of Resignation 'Two months' notice will be required without due notice. 'Two months' salary will be deducted.

Cont 2....

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

8. Your appointment will be confirmed subject to your eligibilty and qualification, as determined by the competent authority.
9. If there is any concealment of any information or if information furnished by you at the time of appointment and there after proves to be incorrect your services are liable to be terminated without notice.
10. You are required to undergo for a pre-employment medical check – up in Mahatma Gandhi Medical Medical Hospital- a unit of Mahatma Gandhi Unoiversity of Medical Sciences & Technology, jaipur on any working day. This appointment order is vali only if you are found medically fit for employment.
11. In case of any civil/criminal dispute, the area of jurisdiction will be Jaipur courts only.

The Mahatma Gandhi Medical College & Hospital welcomes you to the Mahatma Gandhi Hospital, Jaipur and looks forward to a log and happy association with you.

Deepti Bhansali
Director,HR

Declaration

I have gone through the above Appointment order and its terms & conditions and accept them fully. I have also gone through my job description as explained or to be given by the HOD/ Management and accept it fully.

DR. NANDITA SHARMA
Name:

15/4/25
Date of Joining:

Nandita
Signature:

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

Outlook

FW: Internship Confirmation Letter

From Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Date Tue 6/10/2025 12:34 PM
To Anita Thapa <anitathapa@iihmr.edu.in>

1 attachment (201 KB)
Internship Letter.pdf;

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations
A: IIHMR University | 1, Prabhu Dayal Marg, Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in| **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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From: KARUNA NARUKA <KARUNANARUKA@zydushospitals.com>
Sent: 28 May 2025 12:21 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Subject: Fw: Internship Confirmation Letter

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FYI- Sanjay Sahu Confirmation

Thanks & Regards,

Karuna Naruka

Human Resources (HR)

6377152557

karunanaruka@zydushospitals.com

From: HARDIK JETHVA <HARDIKJETHVA@zydushospitals.com>
Sent: Wednesday, May 28, 2025 12:18 PM

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The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

To: KARUNA NARUKA <KARUNANARUKA@zydushospitals.com>
Subject: Fw: Internship Confirmation Letter

From: HARDIK JETHVA
Sent: Friday, May 23, 2025 3:45 PM
To: sanjaysahuni@gmail.com <sanjaysahuni@gmail.com>
Subject: Internship Confirmation Letter

Dear Sanjay,

We are pleased to inform you that you have been selected for the internship opportunity in **Quality Department** at **Zydus Hospitals Ahmedabad.**

As discussed, you will initially be offered an internship, effective until you receive your final year marksheet. Upon submission of the marksheet, we will proceed with offering you a regular employment in the role of **Associate Quality, with an annual salary of ₹4.2 LPA.**

Please find attached your internship confirmation letter for your reference.

We look forward to having you on board and wish you a successful journey with us.

Thanks,
Hardik JEthva

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THE MISSION HOSPITAL DURGAPUR | FUTURISTIC TECHNOLOGY. BRILLIANT MINDS.

LETTER OF INTENT

Ref: TMH/LOI/110 Dated: **29.01.2025**

Mr. Vipin Khaneja
#344, Sec-1, Jail Land, Ambala City
Ambala, Haryana, Pin-134003

Dear **Mr. Vipin**,

With reference to the discussions we had with you, the management is pleased to announce that you will be doing three months "Dissertation" in our organization starting from **12th March, 2025.**

During the dissertation period you will be paid a consolidated stipend of **Rs. 10,000/-** (Rupees Ten Thousand) only per Month.

Upon successful completion of your dissertation and completion of course, you will be appointed as **"Management Trainee"**. During this period you will be paid a stipend of **Rs. 35,000/-** (Rupees Thirty Five Thousand) only subject to statutory deductions as applicable in your case.

Further please note that you will be provided with bachelor accommodation free of cost during your dissertation period.

This is a provisional Offer, formal letter of appointment elaborating terms and conditions of employment shall I be issued once you complete dissertation and join us as Management Trainee.

Please acknowledge the receipt of this offer.

Wishing you all the best.

For The Mission Hospital,

Ramesh Lall
President-HR & Admin.

I have read, understood and accepted the terms & condition of this offer. I am willing to start my dissertation on or before .....

Name :
Signature : Date:

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CK Birla Hospitals
RUKMANI BIRLA HOSPITAL

June 5th, 2025

Dear Dr. Purva Mathur,

Based on our discussions, we are pleased to offer you the position of Senior Executive, Medical Services at Rukmani Birla Hospital, Jaipur. In this role, you will report to the Head, Quality for Rukmani Birla Hospital, Jaipur.

Your compensation break-up is mentioned in Annexure 1. You will be on probation initially for a period of 6 months from the date of your joining. Statutory deductions apply as per income tax rules. Your next salary revision would be subsequent to you achieving the performance deliverables in April 2026.

A formal Letter of Appointment will be issued to you upon your joining the company. This appointment will be valid subject to your successful clearance of all relevant medical tests, reference checks and background verification.

We would like you to join us at the earliest possible. Your date of joining should not be later than Tuesday, June 10, 2025. We look forward to a long and mutually rewarding relationship.

Please share the accepted copy of the offer for records.

Best Regards,

Anubhav Sukhwani

Vice President- Unit Administration

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

CK Birla Hospitals
RUKMANI BIRLA HOSPITAL

Rukmani Birla Hospital			
Annexure A			
Name	Dr. Purva Mathur	Effective Date	10-Jun-25
Department	Medical Services	Band	JL1
Designation	Senior Executive		

Compensation Components			(in Rs. per month)	(in Rs. per annum)
Basic & Allowances	A1	Basic	11,100	133,200
	A2	House Rent Allowance	5,550	66,600
	A3	Special Allowance	18,016	216,193
	A4	Retention Allowance	-	-
	Total A		34,666	415,993
Flexible Basket	B1	National Pension Scheme	-	-
	B2	Meal Coupon	-	-
	B3	Books & Periodicals	-	-
	B4	Professional Development	-	-
	B5	Fuel (Individual Car)	-	-
	B6	Driver Salary (Individual Car)	-	-
	Total B		-	-
Retirals	C1	Provident Fund (Employer's Contribution)	1,800	21,600
	C2	ESIC (Employer's Contribution)	-	-
	C3	Gratuity	534	6,407
	Total C		2,334	28,007
	Total (A+B+C)		37,000	444,000

All taxes applicable to the compensation shall be to your account.

Authorised Signatory

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Outlook

FW: Selection Mail

From Riya Mittal <riya.hm28@iihmr.in>
Date Thus 5/1/2024 11:40 AM
To Placements <placements@iihmr.edu.in>
Cc Vinod Tejwani <vinodtejwani@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

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Dear Sir,

Forwarded for your Information.

Thanks and regards
Dr. Riya Mittal (1800) MBA-HM

From: Riya Mittal <riya.hm28@iihmr.in>
Sent: Tuesday, April 9, 2024 3:12 PM
To: Nikhil Mathur <nikhil.mathur@narayanahealth.org>
Subject: Selection Confirmation

Dear Dr. Riya Mittal,

We are pleased to inform you that based on your performance in the selection process, you have been **selected** for the position of **IPD Executive** at **Narayana Health, Jaipur** with the CTC of **4.5 LPA**.

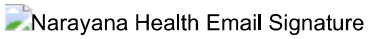
You are requested to **submit the following documents** before the date of joining for verification purposes:

1. Updated Resume
2. Educational Certificates (10th, 12th, Graduation/Post-Graduation)
3. Government ID Proof (Aadhaar/PAN)
4. Passport-size Photographs
5. Internship/Experience Certificate

Please note that your **official Offer Letter** will be handed over **on the day of joining**.
We congratulate you on your selection and look forward to welcoming you to our team.

Regards
Nikhil Mathur
Ph : 8696991113

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Sanganer Airport, Jaipur-302029



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Sanganer Airport, Jaipur-302029

Sakshi Pawar

From: Neetu Kushwah <Neetu.Kushwah@maxhealthcare.com>
Sent: 05 June 2025 03:30 PM
To: N Satheeshkanna
Cc: Nagendra Kumar; Jeenu Valecha; Nancy Mittal; Vinod Tejwani; Anita Thapa
Subject: RE: Campus Hiring | Max Healthcare, Saket - IIHMR, Jaipur

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Dear Satheesh,

Dr. Litty is selected for the role of Coordinator on CTC of 40K PM. Please confirm her DOJ, we wanted her to start max by next week.

-
Regards,
Neetu

From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent: Thursday, May 29, 2025 1:26 PM
To: Neetu Kushwah <Neetu.Kushwah@maxhealthcare.com>
Cc: Nagendra Kumar <Nagendra.Kumar2@maxhealthcare.com>; Jeenu Valecha <Jeenu.Valecha@maxhealthcare.com>; Nancy Mittal <Nancy.Mittal@maxhealthcare.com>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Campus Hiring | Max Healthcare, Saket - IIHMR, Jaipur

Noted Ma'am,

I would like to share the Meeting Link for the GD below for your kind information.

Date: 29th May 2025 (*Thursday)*
Timing: 03:55 PM Onwards
Process Mode: Online
Meeting Link:

Microsoft Teams Need help?

Join the meeting now
Meeting ID: 415 984 722 943 9
Passcode: XV6D8ou9
For organizers: Meeting options

Thanks & Regards,

N. Satheeshkanna,
Sr. Manager - Placements

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

E: satheeshkanna@iihmr.edu.in | W: www.iihmr.edu.in
M: +91 978-245-3035 | P: +91 141 3924700 (455)

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From: Neetu Kushwah <Neetu.Kushwah@maxhealthcare.com>
Sent: 29 May 2025 01:17 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: Nagendra Kumar <Nagendra.Kumar2@maxhealthcare.com>; Jeenu Valecha <Jeenu.Valecha@maxhealthcare.com>; Nancy Mittal <Nancy.Mittal@maxhealthcare.com>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Campus Hiring | Max Healthcare, Saket - IIHMR, Jaipur

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Dear Satheesh,

As discussed, please refer attached updated sheet.

GD for students applied for coordinator role we can do today at 4 PM & for patient experience I will come back by tomorrow.

-
Regards,
Neetu

From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent: Thursday, May 29, 2025 11:14 AM
To: Neetu Kushwah <Neetu.Kushwah@maxhealthcare.com>
Cc: Nagendra Kumar <Nagendra.Kumar2@maxhealthcare.com>; Jeenu Valecha <Jeenu.Valecha@maxhealthcare.com>; Nancy Mittal <Nancy.Mittal@maxhealthcare.com>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Campus Hiring | Max Healthcare, Saket - IIHMR, Jaipur

Dear Ma'am,

Greetings!!!

Referring to the trail mail, please find enclosed the updated list of students' job interests in Sheet-1, along with the GD group details in Sheet-2, for your kind perusal.

Additionally, the CVs of the interested students are enclosed in the attached ZIP file for your kind consideration.

Kindly let us know the interview process and schedule at your earliest convenience, so that we may inform the applicants accordingly.

Thanks & Regards,

N. Satheeshkanna,
Sr. Manager - Placements

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Near Sanganer Airport, Jaipur – 302029
E: satheeshkanna@iihmr.edu.in | **W:** www.iihmr.edu.in
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From: Neetu Kushwah <Neetu.Kushwah@maxhealthcare.com>
Sent: 28 May 2025 05:48 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: Nagendra Kumar <Nagendra.Kumar2@maxhealthcare.com>; Jeenu Valecha <Jeenu.Valecha@maxhealthcare.com>; Nancy Mittal <Nancy.Mittal@maxhealthcare.com>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Campus Hiring | Max Healthcare, Saket - IIHMR, Jaipur

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Dear Satheesh,

Please identify students in excel as per their job interest and share back.

Also please make 3 groups of 10 students for Group discussion as a part of initial screening.

-
Regards,
Neetu

From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent: Wednesday, May 28, 2025 5:27 PM
To: Neetu Kushwah <Neetu.Kushwah@maxhealthcare.com>
Cc: Nagendra Kumar <Nagendra.Kumar2@maxhealthcare.com>; Nancy Mittal <Nancy.Mittal@maxhealthcare.com>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Campus Hiring | Max Healthcare, Saket - IIHMR, Jaipur

Dear Ma'am,

Greetings!!!

Following our recent discussion regarding the opportunity at **Max Healthcare, Saket**, I am pleased to share the academic details and CV's of interested students for your kind consideration.

We kindly recommend including these candidates in your evaluation process. We would greatly appreciate it if you could share the **interview schedule** at your earliest convenience, so that we may coordinate with the candidates accordingly.

Additionally, please note that the selected candidates are available to **join immediately upon selection**.

We look forward to your response.

Thanks & Regards,

IIHMR UNIVERSITY

N. Satheeshkanna,
Sr. Manager - Placements

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Near Sanganer Airport, Jaipur – 302029

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From: Neetu Kushwah <Neetu.Kushwah@maxhealthcare.com>
Sent: 27 May 2025 06:07 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Nagendra Kumar <Nagendra.Kumar2@maxhealthcare.com>; Nancy Mittal <Nancy.Mittal@maxhealthcare.com>
Subject: Campus Hiring | Max Healthcare, Saket - IIHMR, Jaipur

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Dear Satheesh,

As discussed, please refer attached JD's and below mentioned details:

1. **Patient Experience:** Budget - 40K CTC, Any graduate.
2. **Coordinator:** Budget – 40K CTC (Education preferred: BHMS/BDS only).

Must have:

1. Excellent verbal & written communication
2. Good & fast in MS office (Excel & PowerPoint)
3. Good in patient management and multitasker

Please share resumes of interested students along with personal & professional details.

Please let me know if in case you need any other details from my end. Thankyou

-
Regards,
Neetu Kushwah
Senior Manager, HR
Max Healthcare, Saket

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

ASIAN HEART INSTITUTE
Hope is Healing, Healing is Happiness

ASIAN HEART INSTITUTE & RESEARCH CENTRE PVT LTD: G/N Block, Bandra-Kurla Complex, Bandra (East), Mumbai - 400 051, INDIA. T: +91- 22 - 6698 6666. F: +91- 22 - 6698 6506.
E: info@ahirc.com I www.asianheartinstitute.org CIN NO.: U85110MH1998PTC114343
/asianheartinstitute /asian-heart-institute-and-research-center /Asian.Heart.Hospital

LETTER OF APPOINTMENT

Ref. No. AHIRC/STFF/255/2025 **March 10, 2025**

To,
Ms. Pallabi Debnath
 # Jyotiban Path, Chandmari, Hazarapar,
Tezpur, Sonitpur, Assam- 784001.

Dear Ms. Pallabi Debnath,

With reference to your application and the subsequent interview with the selection committee, AHIRC, Mumbai, we are pleased to offer you an appointment as **Management Trainee** on a monthly CTC of **Rs. 40,000/-** in the **Grade MT.** You will be entitled to all allowances and benefits as per the annexure attached. We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial association. We trust our relationship will be guided by a quest for excellence in all facets as well as based on a foundation of mutual respect and sincerity in all dealings. Welcome aboard!

The appointment is subject to the submission and verification of the following documents

a) Proof of age
b) Relieving letter from previous employer
c) Attested copies of degree/diploma certificate/educational qualification (Bring original certificates for verification)
d) Nomination for P/F, Gratuity etc. (Will be furnished by the organization)
e) Last salary certificate
f) Residential and Current Address Proof
g) Pan Card / Photo Identity
h) 4 Photographs

Commencement of employment

Your Date of Joining is **March 10, 2025**

OFFICIAL DUTIES

For all functional and administrative purposes you will report to the Head of the Department / Chief Executive Officer/ Medical Director or any other officials appointed by the management.

The appointment carries with it the liability to serve in any department / section / location / establishment and/or in any shift or in any such establishment which may be newly set up in future. Upon transfer, you will be bound by the service conditions / work practices prevailing in the transferee location / establishment. You shall abide by the timings of the institute. Whenever and wherever needed, you may be called on emergency duty, while not on duty/off duty or may be required to stay beyond working hours in the interest of the patients.

Probation

You will be on a probation period of 1year (12 months)from the date of your joining and Management reserves the right to extend the same for a further period of 6 (six) months. You may be confirmed

mranda

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thereafter based on your performance of the probation period. The Management may, however, at its discretion extend your probation period for a further period as specified in order to give you an opportunity to improve upon your deficiencies in your performance. Unless and until you are confirmed in writing by the management by issuing a letter to that effect, you shall continue to be under probation.

SOURCE VERIFICATION

As a part of AHI Recruitment Policy, source verification of all employees is mandatory. A letter shall be sent to the concerned university to verify the educational credentials provided by you during your joining process at AHI. In the course of process, if the concerned college/university demands for a verification fee, the cost of the same shall be borne by the employee.

MEDICAL EXAMINATION

The Company reserves the right to confirm your appointment on satisfactory completion and clearance of the required medical examination. This appointment will, at all times, be subject to the Company nominated Doctor certifying you to be fit to carry out the duties allotted to you.

CODE OF CONDUCT

All employees of the hospital are expected to maintain absolute integrity, devotion to duty, and uphold the standards becoming of AHIRC.

You will be required to read, acknowledge and sign the policy on Code of Conduct / Non-Disclosure Agreement as part of your joining formalities. You will be required to handle costly equipments and material with due care during the discharge of your professional services. You will be responsible for any damages to the equipments or material if it is attributable to negligence on your part and shall be repaired /replaced at your cost.

You will be required to adhere to the Code of Conduct / Confidentiality and Non-Disclosure agreement of The Asian Heart Institute and as a token of compliance sign and acknowledge the same.

NO SIMULTANEOUS EMPLOYMENT

While in the employment of the Company, you will devote the whole of your time and energy exclusively to the business and affairs of the Company and you will not be employed by any other company, entity, whether on a full time or on a temporary or part time basis or offer your services with or without pay to any physical person, legal entity or public authority or be occupied in any business, nor in any way be associated with any person or persons as advisor, director, partner, whether paid or not for your services, without the prior written permission of the Company. In case this condition is contravened, your training or employment, as the case may be, will be deemed to have ceased in terms of this appointment as a result of misconduct and a breach of your obligations under this Letter.

CONFIDENTIALITY

In the course of your employment with us, and by virtue of the position held by you, you may acquire information and documents, technical or otherwise, including any computer software, which is confidential or proprietary to the Company or its subsidiaries or affiliates. You are therefore under an obligation not to, directly or indirectly, divulge, transfer, disclose, communicate, or pass on or use any information in any form, relating to any aspect of the Company's business to any person, firm, company, association or any entity for any reason or purpose whatsoever, save as required by law and with the express consent of the Company. On your resignation or termination of your

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employment, for any reason whatsoever, you will immediately deliver to the Company all equipment, software, original and copies of documentation (including documentation stored in electronic format) and any other property belonging to the Company, which is in your possession, or under your control.

SEPARATION OR TERMINATION

The Company shall have the right of terminating this agreement forthwith, in the event of any misconduct on your part, and/or breach of your terms of employment.

Any absence from work without permission will be deemed to be unauthorized absenteeism and will be dealt with seriously.

Notwithstanding any of the provisions of this Agreement, the Company may terminate this employment summarily and without notice at any time for one or more of the following clauses, if the employee shall at any time:

a. Be guilty of any grave misconduct or willful neglect in the discharge of employees duties hereunder.
b. Materially mislead either the Board or the Company's Senior Management about the progress being made on projects or assignments to which the employee has been assigned.
c. Fail to immediately account to the company for any remuneration, monies or other benefits received by the employee as an employee of the company.
d. Become of unsound mind or if while the employee is a patient within the meaning of the Mental Health Act 1983 an order shall be made in respect of employees' property under section 95 of that Act or any statutory modification or re-enactment thereof.

In the event of your non-performance or having resorted to acts of misconducts or acts of commission and / or omission on your part amounting to misconducts, the management will have a right to terminate your services forthwith without notice and / or wages in lieu of notice. In the event your services are terminated on account of your non-performance or on account of acts of commission and / or omission on your part amounting to misconducts, the Management reserves its rights to terminate your services.

In case of resignation, you may resign by giving three months' notice period or salary in lieu of it. (As per Management's discretion)

OTHER TERMS AND CONDITIONS

Please note that in any employee – employer relationship matters, you will strictly follow the grievance procedures of the hospital. Employees in a supervisory/managerial cadre will be required to supervise / manage the affairs of their respective sections/depts./floors and will be responsible for the work and conduct of the workmen/other employees under their control / in their department.

On the strength of the bio-data submitted by you, we have recorded your date of birth as **November 21, 2000.** The said date of birth recorded by the management in its records shall be treated as final and conclusive, and shall not be liable to be changed / altered at any time in future.

Any joining expenses (if applicable) reimbursed by AHIRC will be recovered in the event of your leaving AHIRC .You will be subject to all rules, regulations and policies of AHIRC, which may be in force from time to time.

The terms of this contract are strictly confidential between you and the Company and any breach of this confidence will be viewed with utmost seriousness.

Any differences/disputes arising out of implementation/interpretation/execution of this appointment shall be subject to the exclusive jurisdiction of Courts in Mumbai.

mrando

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Sanganer Airport, Jaipur-302029

Handing over charge of company's property on termination of employment

You will be bound at the termination of the Agreement, howsoever terminated, to return to the Company any of the property of the Company in your possession, including correspondence, which you may have conducted - whether semi-officially or otherwise, in connection with the business of the Company or on its behalf. We do hope you will be at AHI for at least 2 years.

Kindly return a copy of this letter duly signed by you as acceptance of the terms and conditions set out therein.

With best wishes and regards,

For Asian Heart Institute,

Dr. Ramakanta Panda
Chairman

I have read the aforesaid terms and conditions and accept the original letter and agree to abide by the rules and regulations of the Hospital and as maybe modified from time to time.

Name: Ms. Pallabi Debnath

Signature: Pallabi Debnath

Date: March 10, 2025

Cc. attached

Annexure- A :	**Compensation details**
Annexure- B :	**Code of Conduct**
Annexure- C :	**Non-Disclosure**
Annexure- D :	**Confidentiality**

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to get the gold certification is now also the 1st to get it 6 times in a row
Also Accredited by

ASIAN HEART INSTITUTE & RESEARCH CENTRE PVT LTD: G/N Block, Bandra-Kurla Complex, Bandra (East), Mumbai - 400 051, INDIA. T: +91- 22 - 6698 6666. F: +91- 22 - 6698 6506.
E: info@ahirc.com I www.asianheartinstitute.org CIN NO.: U85110MH1998PTC114343
/asianheartinstitute /asian-heart-institute-and-research-center /Asian.Heart.Hospital

Annexure A

Name:	**Ms. Pallabi Debnath**	
Designation	**Management Trainee**	
Employee Code	**4059**	
Components in Salary	**Per Month (In Rs.)**	**Per Annum (In Rs.)**
BASIC (Basic + DA)	16,000	192,000
HRA	8,000	96,000
FOOD ALLOWANCE	1,000	12,000
MEDICAL ALLOWANCE	1,000	12,000
LTA	-	-
EDUCATION ALL.	200	2,400
UNIFORM ALLOWANCE	-	-
VEHICLE ALLOWANCE	-	-
PERSONAL ALL	10,792	129,504
GROSS TOTAL (A)	**36,992**	**443,904**
Employer Contribution		
PROVIDEND FUND	1,800	21,600
GRATUITY	768	9,216
INSURANCE	440	5,280
Total Employer's Contribution (C)	**3,008**	**36,096**
CTC (A+C)	**40,000**	**480,000**
Deduction From Employees' Salary		
PF@12%	1,800	21,600
PT	200	2,500
EMPLOYEE WELFARE FUND	25	300
Total Deduction (B)	**2,025**	**24,400**
Salary In Hand (Net Pay) (A-B)	**34,967**	**419,604**

- TDS to be deducted as per the provisions of the Income Tax Act, 1961;
- PF/PT/ESIC to be deducted as and where applicable;
- Gratuity to be paid as per the provisions of The Payment Of Gratuity Act, 1972;
- Statutory Bonus shall be applicable as and where applicable and shall be payable as per provisions laid down under Payment of Bonus Act, 1965;
- Professional Tax deduction will be Rs. 200/- p.m. & in the month of February every year it will be Rs. 300/- yearly totaling to Rs. 2,500/-p.m. which may kindly be noted.

Dr. Ramakanta Panda
Chairman

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

India's 1st Heart Care Hospital to get the gold certification is now also the 1st to get it 6 times in a row
Also Accredited by

Placements

From: Snehal
Sent: 20 June 2025 03:33 PM
To: Placements
Subject: Fw: Offer Letter - Dr. Snehal Vats
Attachments: Employees.docx

Get Outlook for Android

From: Palak Jayendra Prasad Khatri <PALAKJAYENDRAPRASAD.KHATRI@NARAYANAHEALTH.ORG>
Sent: Friday, June 20, 2025 1:44:38 PM
To: Snehal <snehal.hm28@iihmr.in>
Cc: Nadim Hamid Naviwala <NADIM.HAMIDNAVIWALA@NARAYANAHEALTH.ORG>; Mo Islam Ansari <ansari.m@narayanahealth.org>
Subject: Offer Letter - Dr. Snehal Vats

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Dr. Snehal Vats,

Greetings for the day!!

Following your interview and subsequent discussions, we are pleased to offer you the position of **Executive - Digital Adoption** at **Narayana Health, Ahmedabad**.

A detailed offer letter with all terms will be issued to you on the date of joining.

Kindly report to the HR department on **21.07.2025** at **10:00 a.m.** to complete the documentation process. Please find attached the list of documents required for submission.

As mutually agreed, your monthly **CTC** will be **Rs. 40,000/-** (Rupees Forty Thousand) per month.

Please confirm your acceptance and joining by acknowledging this email.

We look forward to welcoming you to the team!

Thanks & Regards,
Palak Khatri
Dy. Manager - HR

DISCLAIMER!!!
The information contained in this electronic message and any attachments to this message may contain confidential and/or privileged material and is intended for the exclusive use of the addressee(s). Any review, retransmission, dissemination, or other use of this information by persons or entities other than the intended recipient is prohibited. Please notify the sender immediately and destroy all copies of this message and attachments if any. Kindly refrain from printing this e-mail/documents unless necessary. Let us protect the environment together.

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ARYA MEDICAL COLLEGE & HOSPITAL

(A unit of APAR Charitable Trust for Education and Research)

Address: Plot No F-29, Omaxe City, Ajmer Road , Jaipur , Rajasthan-302026

Ref. No. : AMCH/HR/03/2025/05/16/02 **Date: 16-05-2025**

OFFER LETTER

Mr. Anand Kaswan

I-103, ACL Ria Empire Society, Pratap Nagar

Jaipur (Rajasthan) – 331029

Congratulations! We are pleased to confirm that you have been selected to work with Arya Medical College & Hospital. We are delighted to extend the following job offer:

The position we are offering is **Manager – Hospital Operations** at Arya Medical College & Hospital, **Compensation offered 5L (4L + 1L PLI upon completion of 1 Year).** We would like you to join immediately. Please report to the HR Manager for documentation and orientation.

Upon joining, you will be invited to our HR Tool (Payroll Software), where you may need to upload your documents. Alternatively, you can submit hard copies of all required documents to the HR office.

Kindly sign the enclosed copy of this letter and return it to us within three days from the letter's issue date to confirm your acceptance of this offer.

We are confident that you will make a significant contribution to the success of Arya Medical College & Hospital and look forward to working with you.

Sincerely,

Authorized Signatory

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Outlook

Re: Sharing Selected Candidates List

From HR Rungta Hospital <hr@rungtahospital.com>
Date Thu 2/27/2025 6:08 PM
To Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc Anita Thapa <anitathapa@iihmr.edu.in>; Nityanand Rungta <nityanand@rungtahospital.com>; Dr. Dharmendra Dudi Rungta Hospital <unithead@rungtahospital.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

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Dear Sir,

As discussed, after the completion of the 3-month internship, the CTC for the below-mentioned students will be revised to 5 LPA:

1. Bhawna Kaswan
2. Saryu Jadon

Thank you.

Yours Sincerely,
Vibhuti Sogani
HR Executive

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Outlook

Fw: Subject: Information about offer letter.

From Mayuri Rahangdale <mayuri.hm28@iihmr.in
Date Thurs 04/17/2025 5:46 PM
To Placements <placements@iihmr.edu.in>

Dear Placement cell,

I hope you are doing well.
I am writing to inform you that I have received a job offer. I will be joining Apex Hospitals Jaipur as a [Quality management trainee] from 16th June 2025.

I would like to sincerely thank the placement cell for the continuous guidance. Please let me know if there are any formalities or documents I need to submit.

Warm regards,
Mayuree Rahangdale
Roll Number - 1748
MBA - HM

From: HR EXECUTIVE <hrexecutive@apexhospitals.com>
Sent: Tuesday, April 15, 2025 2:05 PM
To: Mayuri Rahangdale <mayuri.hm28@iihmr.in>
Subject: Offer letter || APEX HOSPITALS ||

Dear Ms. Mayuree,

Congratulations!! to your Subsequent Interview, **Apex Hospitals** is pleased to make you an offer for the position of "**Management Trainee- Quality**" for initial three months. This position would be based at **Apex Hospitals Corporate Office, Jaipur, Rajasthan**. You are required to join us not later than **16-June-2025.**

You will receive a monthly stipend as discussed and mutually agreed for initial three months and after completion of three months, you will be promoted to **"Executive Quality" with CTC 5,00,000 PA.** This will be disbursed to you in accordance with the prevailing standard compensation plan of the company.

This mail indicates our intent to make you an offer but does not constitute an appointment.

Please send an email confirmation of the acceptance of the offer before 12 pm by 17-Apr-2025.

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We look forward to welcoming you on board soon. In case you have any queries, please feel free to touch base and we would be happy to assist you.

--

Regards,
Varda Sonkiya
(HR Executive)

hrexecutive@apexhospitals.com **8306665400**

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Sanganer Airport, Jaipur-302029

PRIVATE & CONFIDENTIAL

OFFER & APPOINTMENT LETTER

MATPA2025/07/23/14722

23-Jul-25

Mrinalini Kumari

House No. 82, Road No. 3 Near Maxx Dental Clinic, Friends Colony, Ashiananagar, Patna, Bihar, 800025

Dear Mrinalini Kumari,

Congratulations!

Thank you for your interest in associating with Medi Assist Insurance TPA Private Limited ("Company" or "We"). Pursuant to the detailed discussion and multiple rounds of interview held with you, we are pleased to confirm your selection for the position of Executive Trainee - Opus.

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

1. Commencement Date:

Your employment with the Company shall commence on 28-Jul-2025.

2. Roles & Responsibilities:

Your primary responsibilities will be of Executive Trainee in the grade P3 in the department Opus. You may be asked by the company to fulfil additional duties and tasks as defined from time to time which may or may not be directly associated with your job title.

3. Place of work:

Your principal location of employment will be in Mumbai. You may be required to travel out of the location/ to any place within India or outside India as per the business requirements of the Company in relation to the execution of your responsibilities as assigned to you from time to time by the Company. You will be reimbursed all expenses incurred by you towards travel / boarding and lodging as per the Company policy. The Company may, at any point of time at its sole discretion, after giving you reasonable notice, transfer or assign your services to any current place of operations or which may subsequently be established or acquired in any part of India or outside India.

4. Remuneration:

Your Cost to the Company ("CTC') Rs 500004 (Rupees Five Lakh Four Only) per Annum. The detailed compensation structure is attached to this letter in Annexure A. The compensation structure may undergo modifications from time to time, at the Company's sole discretion and your gross compensation will be redistributed as per the structure and statutory guidelines in force at the relevant time. All payments will be subject to appropriate deductions of income tax and statutory requirements as per the Company's procedures and prevailing statutory laws. You shall be responsible for filing your personal returns and complying with the other requirements under the applicable Income Tax laws. The working of the Performance Linked Incentive where applicable, shall be as per your meeting the criteria set by the company from time to time.

The CTC offered to you along with the compensation structure is confidential between you and the Company. You are requested to maintain the strict confidentiality of the same and not disclose your compensation details to others.

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5. Confirmation:

You will be on probation for a period of six (6) months from the date of joining the Company and will continue to be so, unless your employment is expressly confirmed by the Company. The probation period may also be extended for a further period by the Company at its sole discretion based on your performance assessment.

6. Performance Review:

Performance Bonus, Performance Linked Incentive and salary increases based on individual and the Company's performance may be declared or decided and paid to you by the Company or its Board of Directors at their sole discretion, the same shall be binding on you. You will also be eligible to participate in benefit programs as per Company's policy.

7. Personal Time Off:

You will be entitled to the leaves as per Company's policy as applicable from time to time. The Company remains operational 24 hours a day and 7 days a week and hence our work might require rotational shifts of working. If you are expected to come to work on Sundays then you will have a week day off as planned by your department head.

8. Health Examination:

You may have to undergo a health examination at a designated clinic based on the Company's requirement. The objective of the examination is to ascertain your medical fitness for the roles you have been offered with. Any cost incurred by you for this check-up will be reimbursed to you subject to submission of relevant invoices.

9. Compliance with Company's policies and procedures:

You will be governed by the Company's rules, regulations, administrative procedures, policies and guidelines that are in force from time to time.

We request you to go through in detail the various policies of the Company including but not limited to **"Prevention of Sexual Harassment at Workplace", "Information Security Policy", "Code of Conduct and Disciplinary Procedure"** published on the Company's intranet after you formally join the Company. You will be required to complete the online assessments of Company's policies within a stipulated timeline in order to ensure compliance with Company's policies and you shall confirm acceptance of the same and agree to adhere to and comply with such policies at all times during the term of your employment and thereafter if you are required to. You also acknowledge that in case of breach of any of the Company's policies, Company shall be justified to take appropriate action as per procedures outlined in the respective policies including but not limited to initiating legal action as per law of the land.

10. Confidential Information:

Except as required by the Company or otherwise permitted by the Company's authorized representative in writing, you are bound to observe absolute confidentiality, both during the term of your employment and after its termination, with regard to any confidential information, trade secrets or other proprietary information, including but not limited to, in relation to the business, the employees, customers, clients, financial information, bank account details, passwords and medical history, business dealings, affairs and strategies ("Confidential Information") which can be used by the Company in accordance with its policies. You are required to sign a separate 'Non-Disclosure Agreement' with the Company and the said Agreement shall bind you regarding obligations of Confidentiality.

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11. Employee Data:

You hereby agree and consent to provide the Company with your personal and financial data as may be required by the Company as per its internal process including but not limited to your bank account details and medical history which can be used by the Company in accordance with its policies.

12. Intellectual Property:

Any work done by you during the course of your employment shall belong to the Company and this will cover all products/ services/ inventions etc. This work shall be the sole and exclusive property of the Company.

If you conceive any new or advanced methods of improving processes / formulae / systems in relation to the operation of the Company, such developments shall be promptly and fully communicated to the Company and will be and remain sole right / property of the company. You will agree to execute without receiving additional compensation

(a) any formal documents necessary to assign any ideas, information to the Company and

(b) all documents required to obtain a patent, register a copyright, or enforce the Company's right to such information.

These obligations shall continue beyond the separation of your employment with respect to the work and Inventions you conceive or make during the period of your employment. The Company's proprietary rights and confidential information are amongst the Company's most important assets, and any breach of security or confidentiality is regarded very serious and could lead to termination of your employment at any time without any compensation. Without prejudice to this provision, you confirm that you have declared to the Company all of your business interests existing at the date on which your employment commences, whether or not they are similar to or in conflict with the business. If these interests change during the term of your employment, you will promptly notify the Company.

13. 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 or against its directors, senior executives etc.

"Disparaging" remarks, comments or statements are those that impugn the character, honesty, integrity, morality or business acumen or abilities in connection with any aspect of the operation of business of, or reflect negatively upon, the individual or entity being disparaged. Nothing in this Section shall be construed to preclude truthful disclosures in response to lawful process as required by applicable law, regulation or order or directive of a court, governmental agency or regulatory organization.

14. Non-Compete:

You acknowledge that during the course of your employment with the Company, you will become familiar with the Company's trade secrets and with other confidential information concerning the Company and its associates and related Companies; and that your services will be of a special, unique and extraordinary value to the Company. You agree that during the Term of your employment hereof and for 6 (six) months thereafter, you shall not directly or indirectly own, manage, control, participate in, consult with, render services for, or engage in any business competing with the businesses of the Company.

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15. Non-compete for recruitment/ non-solicitation:

You will not recruit/refer or hire any Company employee or consultant for six months after the separation of your employment from the services of the Company, without express written consent from the Company. You will not solicit the clients of the Company post your separation for a period of three years.

16. Indemnity:

You shall at all times, indemnify and keep the Company indemnified against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim, proceeding or demand instituted or made against the Company caused or occasioned by your breach, failure, default or neglect in the opinion of the Company to observe and comply fully with the terms and conditions your employment with the Company herein contained.

17. Dual Employment:

As an employee in full time employment of the Company, you shall be obliged to devote your entire time, attention and effort to the furtherance of Company's business, and to continually develop your professional skills in the interest of the Company and yourself. You shall not during your employment with the Company directly or indirectly engage yourself or devote your time or attention to any other employment, business, position of monetary interest other than that of the Company. You also agree that the Company may, either by itself or through an external agency, monitor the day to day work related activities of its employees in order to ensure compliance of this clause by the employees.

You will keep us informed of any change in your residential address, your family status or any other personal particulars relevant to your employment.

The terms of this offer Letter detailed above are strictly confidential and should be treated as privileged information between you and the Company. You are expected to maintain absolute confidentiality of such information.

18. 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 the probation period. After confirmation, either party will be required to give 60 viz. Two Months notice or salary thereof in case you decide to resign or separate from the Company subject to the Company's discretion. In the event, you have an incomplete or a critical assignment; Company will have the discretion to relieve you only at the end of the notice period or you may be requested to extend the notice period for a further period until the completion of such assignment. Also, upon separation, you may be required to sign separation agreement with the Company.

19. Retirement:

You will be retired from services upon reaching superannuation age of 60 years or earlier in case you are found physically / mentally unfit to work any longer. The proof of age shall be the one as submitted and recorded in the records of the Company.

20. Termination:

Your employment hereunder may be terminated by the Company 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:

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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. Engagement in any activity that you know or should know could harm the business or reputation of the Company or you participate in the commission of any fraud against the Company or carry out or neglect to do any act which in the reasonable opinion of the Company may seriously damage the interests of the Company.;

c. You willfully or negligently breach any legislation or any regulation to which the Company and/or you may be subject to which may result in imposition of any penalties on the Company or any of its affiliates, group companies, subsidiaries, Director/s , Promoter/s or officer/s of the Company;

d. Embezzlement, misappropriation of Company's funds or other material acts of dishonesty or conducting yourself in a manner which is not in line with the Company's guidelines and values, or if any information provided by you during the course of your interview or otherwise, or your representations, are at any time, found to be either wrong, concealed or misleading, or if you are in contravention of the terms of this offer letter;

e. Breach of Company's confidential information

f. Failure to adhere to Company's corporate codes, policies or procedures as in effect from time to time;

g. Continued failure to meet reasonable performance standards as determined by the Company;

h. Refusal to perform reasonable duties as assigned by the Company; or

i. You are adjudged bankrupt or you enter into any composition or arrangement with or for the benefit of your creditors including a voluntary arrangement under the applicable Indian Insolvency laws.

j. Become of unsound mind

k. Become incapacitated or prevented by illness, injury, accident, or any other circumstance from discharging in full your duties.

21. Governing Law, Jurisdiction and Dispute Resolution:

These terms of employment shall be governed by the laws of India. Subject to the arbitration procedure mentioned herein, each Party consents to the exclusive jurisdiction of the courts at Bangalore in case of any dispute and/or difference arising out of or relating to these terms of employment.

If any dispute, controversy or claim between the Parties hereto arises out of or in connection with the terms of your employment with the Company, including the breach, termination or invalidity thereof (Dispute), the Parties shall use all reasonable endeavors to negotiate with a view to resolving the Dispute amicably. If a Party gives the other Party notice that a Dispute has arisen (a Dispute Notice) and the Parties are unable to resolve the Dispute amicably within 30 days of service of the Dispute Notice (or such longer period as the Parties may mutually agree), then the Dispute shall be referred to arbitration.

The arbitration shall be conducted by a sole arbitrator appointed by the Company. In the event you and the Company fail to agree on the appointment of the sole arbitrator within 30 (thirty) days from the date on which the Dispute was referred to arbitration, then, the Company may approach the jurisdictional High Court for the appointment of the sole arbitrator. The seat and venue for such arbitration shall be Bangalore. All arbitration proceedings shall be conducted in English. The arbitration shall be governed by the provisions of The Arbitration and Conciliation Act, 1996. The arbitration award shall be in writing and shall be final and binding on the Parties. The arbitrator shall have the power to award the costs and reasonable expenses (including reasonable fees of counsel) incurred in the arbitration and also interest on any amounts payable by a party to another.

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22. Documents:

You are required to produce photocopies of documents on the day of joining as per Annexure- B and get the originals for verification by the HR professional. If you are not in a position to submit a complete set of documents, we will not be in a position to employ you and this offer Letter will automatically stand canceled, with immediate effect.

Please note, all documents/testimonials submitted to the Company will be verified as per our background verification process. You hereby give your consent for verifying all your documents/testimonials submitted before or at the time of joining the Company or any third party appointed by it as part of the background verification process. Any omissions or misrepresentation of any facts will result in the immediate termination of your employment.

23. 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 receipt of this letter. This letter may not be modified or amended except by a written agreement, signed by the designated HR professional of the Company and by you.

For Medi Assist Insurance TPA Private Limited



Prashant Shrivastava
Senior Vice President-HR

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.

Mrinalini Kumari
Employee Signature

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Annexure A

***Strictly Private & Confidential**

Salary Components	Annual Amount in INR
A. Fixed Salary Components	
Basic	2,25,000
House Rent Allowance	1,12,500
Bonus	16,020
Professional Development Allowance	64,056
Total Fixed Gross Salary (A)	**4,17,576**
B. Retirals	
PF Company Contribution	21,600
Gratuity Company Contribution	10,824
Total Retirals (B)	**32,424**
Total Fixed Cost To Company (A+B)	**4,50,000**
C. Performance Pay	
Performance Linked Incentive*	50,004
Total Cost To Company (A+B+C)	**5,00,004**

• **Gratuity** will be paid as per Gratuity Act on completion of 5 years continuous service in the organization.

• **Taxes** are applicable as per the government rules & regulations.

• Performance Linked Incentive pay will be determined based on performance and achievement of predetermined targets of organization, individual and department as per the applicable policy from time to time.

For Medi Assist Insurance TPA Private Limited

Prashant Shrivastava
Senior Vice President-HR

Mrinalini Kumari
Employee Signature

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Annexure B

Please submit the photocopies of the following documents on the day of joining:

- Proof of age
- Certificate or testimonials of SSLC /10th Standard and Certificates supplementing your highest educational and professional qualification attainments
- Last three months' payslips of your previous organization
- Relieving letter from your previous organization mentioning the cause of separation
- Form 16 or any other authenticated document supplementing your earnings and income tax deduction /paid in the current financial year
- 8 (eight) passport sized photographs (with White background)
- PAN Card
- Voter ID, Aadhar Card, Passport or any photo ID address proofs
- PF UAN (if UAN is generated)
- Any other documents as may be required by the Organization

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NON DISCLOSURE AGREEMENT

This Non Disclosure Agreement ("Agreement") is Effective from 28-Jul-2025
Between

Medi Assist Insurance TPA Private Limited, a company incorporated under the Companies Act, 1956 having registered office at "Tower D, 4th Floor, IBC Knowledge Park 4/1, Bannerghatta Road, Bangalore – 560 029 (hereinafter referred to as "Company/Disclosing Party" which expression shall unless repugnant to the context or meaning thereof be deemed to include its successors and permitted assigns).

AND
Mr./Ms. Mrinalini Kumari, aged about 26 years, son/daughter/wife of Mr./Ms. Manoj Kumar, residing at House No. 82, Road No. 3 Near Maxx Dental Clinic, Friends Colony, Ashiananagar, Patna, Bihar, 800025 (hereinafter referred to as the "Employee/Receiving Party" which expression shall unless repugnant to the context thereof mean and include his/her heirs, executors, administrators, representatives, successors, administrators and assigns) Both Party shall be individually known as 'Party' and collectively known as 'Parties.

WHEREAS

The Company will disclose to the Employee certain Confidential and Proprietary Information (as hereinafter defined) during Employee's employment with the Company and the Parties wish to maintain the confidentiality of the Confidential and Proprietary Information in terms hereof.

Whereas in connection with the employment, the employee shall have access to the Confidential and Proprietary Information of the Company and therefore the Parties have executed this Non-Disclosure Agreement.

NOW, THEREFORE, THE PARTIES HEREBY AGREE AS FOLLOWS:

1. Confidential and Proprietary Information

"Confidential Information" shall mean any information and data either tangible or intangible, disclosed by the Company to the Employee, in connection with the Process, irrespective of the medium in which such information has been disclosed, whether before or after the Effective Date, either directly or indirectly, belonging to the Company including information relating to its associate companies/ Group companies or Parent company, subsidiary company and shall include without limitation, business and financial information, business plans, future developments, product developments and new products concepts and technical information, records, files, memoranda, reports, employee(s) list, employee data, employee personal information including bank account numbers, shareholding, remuneration, client data, medical information, personal information include all information in his/her possession and any other information of any kind and descriptions, including electronic data recorded or retrieved by any means, that have been or will be given to the Employee by the Company, as well as written or verbal instructions or comments and the like and/ or relating to the Company. The list of clients, customers of clients, the personal details and records maintained by the Company would be the proprietary information of the Company.

However, the Employee will have the burden of proving that any given exception applies in a particular case.

a) Information which is in public domain without any fault of the Employee;

b) Information which was rightfully in the Employee possession or any part of it which is generally known to the Employee prior to its association with the Company;

c) Information disclosed with Company's prior written approval.

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2. Undertakings by Employee

The Employee shall use the confidential information solely in connection with the Process and not for any other purposes. The Employee agrees and undertakes to hold the Confidential and Proprietary Information of the Company in strict confidence. The Employee will use his/her best endeavors to ensure that Confidential Information is protected against theft or unauthorized access. The Employee will ensure that the Confidential and Proprietary Information is not disclosed to any third party or disseminated or published without the express written consent of the Company. The Employee shall not at any time use any of the Proprietary Information (or permit or assist a third party to use the Proprietary Information) for or in connection with any litigation of any nature. The Employee agrees and undertakes that within its respective organization, Confidential and Proprietary Information of the Company will be shared only with its Associates and other employees strictly on a "need-to-know" basis. The employee acknowledges that Confidential Information provided by the company is and shall remain the exclusive property of the company.

3. Forced Disclosure

Subject to clause 2, the Employee may disclose Proprietary Information, to the minimum extent required by any order of any court of competent jurisdiction or any competent judicial, governmental or regulatory body. Before the Employee discloses any information, he/she shall use all reasonable endeavors to inform the Company of the full circumstances and the information that will be disclosed consult the Company as to possible steps to avoid or limit disclosure and gain assurances as to Confidentiality from the body to which the information is to be disclosed.

4. Term

The restrictions of confidentiality shall survive even after termination of the employment or resignation by the employee from the Company. Upon Company's request or upon the termination of the employment or resignation by the employee, the Employee will promptly deliver to the Company all of The Company's Confidential Information (and all copies thereof) obtained or possessed by the Employee. With respect to Confidential Information stored in electronic form, the Employee shall delete all confidential information from his/her systems and shall confirm in writing that all confidential information has been deleted.

5. Remedy

The Employee recognizes and acknowledges that Confidential Information is of a special, unique and extraordinary character to the Company and that disclosure, misappropriation or unauthorized use of such Confidential Information by the Employee cannot be fully compensated and that, further any such disclosure, misappropriation or unauthorized use of the Confidential Information shall cause irreparable injury to the Company. The Employee expressly agrees, therefore, that the Company, in addition to any rights and remedies it may have under this Agreement or at law or in equity, shall be entitled to seek injunctive and other equitable relief to prevent the breach, or the further breach, or any of the terms and provisions hereof. In view of the sensitivity of the information in the possession of the employee, the Employee agrees that in case of breach of this Agreement, he / she shall be liable for unliquidated damages to the company, irrespective of the claim/s against the Company or the loss sustained by the Company.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

6. Severability

If any term of this Agreement is declared by any jurisdictional, Court/tribunal to be illegal or unenforceable, it will not affect the validity or enforceability of the other terms or provisions, unless the terms and provisions declared illegal or unenforceable are in the nature of a condition precedent or the essence of this Agreement or comprises an integral part of and inseparable from the remainder of this Agreement. In such event, the Parties will take all necessary action and shall execute any other documents required to suitably revise the illegal/unenforceable provision and facilitate the attainment of the objectives of this Agreement.

7. Notices

All notices and other communication hereunder shall be in writing and shall be deemed given if delivered personally or mailed by registered or certified mail (return receipt requested) to the Parties at their addresses specified in the introductory portion of this Agreement, or at any other address which a Party might specify in writing

8. Entire Agreement and Modifications

This Agreement constitutes the entire Agreement between the Parties on its subject and this supersedes all other prior agreements, arrangements or understandings, whether verbal, written, or implied. Any amendment hereto will be in writing and signed by the Parties.

9. Jurisdiction

This Agreement shall be governed by and interpreted in accordance with the laws of India and Bangalore Courts shall have exclusive jurisdiction regarding any dispute arising out of or in connection with this Agreement.

IN WITNESS WHEREOF the parties have executed this NDA on the day and date first above mentioned.

For Medi Assist Insurance TPA Private Limited

Prashant Shrivastava
Senior Vice President-HR

Mrinalini Kumari
Employee Signature

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

N Satheeshkanna

From: Neethu.K <neethu.k@mediassist.in>
Sent: 12 July 2025 12:29 PM
To: Vinod Tejwani
Cc: Anita Thapa; N Satheeshkanna; 'Neha Kapoor'; 'Sipra Tandon'
Subject: Confirmation of Selected Candidates for Medi Assist

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Vinod,

Thank you for your support in conducting the virtual interviews smoothly.

We're pleased to confirm the selection of the following 8 students to join Medi Assist. Kindly ensure they are available to on-board with us by **21st July**.

#	Candidate Name
1	Swarna Dipti
2	Sameera Khan
3	Riya Shekhawat
4	Pranali Mukund Thakre
5	Mrinalini Kumari
6	Mayank Khandelwal
7	Shaleen Khare
8	Meri Paul

Request you to help share their PAN & Aadhar Card copy for us to process Offer letter.

Medi Assist
Neethu K | **Schedule a call**
Team Leader | People Practice
Mobile Number: 6366422910
www.mediassist.in

From: N Satheeshkanna [mailto:satheeshkanna@iihmr.edu.in]
Sent: 10 July 2025 05:14 PM
To: neethu.k@mediassist.in
Cc: Vinod Tejwani; Anita Thapa
Subject: RE: Campus Placement Opportunity - Medi Assist

Dear Ma'am,

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Greetings!

As discussed, I am sharing the students' academic details as an attachment with this email for your kind perusal.

Thanks & Regards,

N. Satheeshkanna,
Sr. Manager - Placements

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: satheeshkanna@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 978-245-3035 | **P:** +91 141 3924700 (455)

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---

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: 07 July 2025 06:21 PM
To: neethu.k@mediassist.in
Cc: N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Campus Placement Opportunity - Medi assist

Dear Ms. Neethu,

Greetings for the day!

As desired, please find attach the resumes of 14 candidates interested in the profile.

Please do let us know the way forward.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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Total Application -14

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: 07 July 2025 11:58
To: Neethu.K <neethu.k@mediassist.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Cc: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: RE: Campus Placement Opportunity - Medi assist

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Dear Ms. Neethu,

Thanks for sharing the details.

@Anita Thapa Please take it forward with students on priority.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations
A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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From: Neethu.K <neethu.k@mediassist.in>
Sent: 07 July 2025 11:44 AM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Subject: Campus Placement Opportunity - Medi assist

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Team ,

I hope this message finds you well.

I am Neethu K, representing **Medi Assist Insurance TPA Pvt. Ltd.** We are eager to collaborate with **Symbiosis International University** to hire **Post Graduates (MBA – Hospital ,Health care and Administration)** for the roles of **Executive Trainee** for our internal **Provider Partnerships Dept.**

Please find the below details for your reference:

About Medi assist:

Medi Assist is a leading HealthTech and InsurTech company in India that provides third-party administration (TPA) services to insurance companies. They manage health benefits for employers, retail members, and public health schemes, acting as an intermediary between insurance providers, policyholders, and healthcare providers. Medi Assist is known for its extensive network of hospitals and its focus on streamlining benefits administration and claims management. we provide services to insurance companies through our wholly owned subsidiaries, Medi

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Assist TPA and Raksha TPA. Our Indian provider network comprises 18,000+ hospitals across 1,069 cities and towns and 31 states (including union territories).

Timings: General shift (8 and half hour shift)

Compensation: 5LPA (4.5LPA Fixed and 50k – Performance linked incentive) Take home – 32.5k

Location: Bangalore,Hyderabad, Mumbai, Delhi & Pune

We kindly request you to share the interested candidate students list in the below format:

Title (Mr., Ms., Dr.)	Full Name :	UG specialization	UG degree:	UG Percentage (%):	C
Ms	XXX	XXX	XXXX	XX	X

Medi Assist
Neethu K | **Schedule a call**
Team Leader | People Practice
Mobile Number: 6366422910
www.mediassist.in

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Disclaimer: The information contained in this e-mail (including any attachment(s) hereto) is confidential and may contain proprietary, business, and/or privileged material which is intended only for the use of the addressee. Please note, unauthorized use, disclosure, or copying of this e-mail or any part thereof is strictly prohibited and may be unlawful. If you have received this email in error, please notify the sender immediately by return e-mail, and delete this e-mail and all copies thereof.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

ARYA MEDICAL COLLEGE & HOSPITAL
(A unit of APAR Charitable Trust for Education and Research)
Address: Plot No F-29, Omaxe City, Ajmer Road , Jaipur , Rajasthan-302026

Ref. No. : AMCH/HR/03/2025/05/16/01 **Date: 16-05-2025**

OFFER LETTER

Mr. Pratap Jha

Lakhpat Colony, Badarpur,

New Delhi

Congratulations! We are pleased to confirm that you have been selected to work with Arya Medical College & Hospital. We are delighted to extend the following job offer:

The position we are offering is **Manager – Hospital Operations** at Arya Medical College & Hospital. We would like you to join immediately. Please report to the HR Manager for documentation and orientation.

Upon joining, you will be invited to our HR Tool (Payroll Software), where you may need to upload your documents. Alternatively, you can submit hard copies of all required documents to the HR office.

Kindly sign the enclosed copy of this letter and return it to us within three days from the letter's issue date to confirm your acceptance of this offer.

We are confident that you will make a significant contribution to the success of Arya Medical College & Hospital and look forward to working with you.

Sincerely,

Authorized Signatory

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Placements

From: N Satheeshkanna
Sent: 13 May 2025 15:50
To: Pranav Ayush; Anand Kaswan; Pratap Jha; SALONI SHARMA; Shikha Singh
Cc: Vinod Tejwani; Anita Thapa; Placements; Simran Randhawa
Subject: RE: Interview : Arya Medical College & Hospital || Campus Placement Recruitment Drive || MBA HM & PM (2023-25)

Dear Students,

Greetings!!!

In continuation of the trail mail reg. the interview process in **Arya Medical College & Hospital,** the organization have been scheduled the interviews, and the details are mentioned below,

Rescheduled Interview Details:

Date: 14th May 2025 *(Wednesday)*

Timing: 01:30 PM Onwards

Process Mode: In Person Interviews

Interview Location: Arya Medical College & Hospital, F-29, Omaxe City, Ajmer Road, Jaipur

Location Link: https://maps.app.goo.gl/rbSjAJYTHNJ4ijBcA

Sr. No.	Roll No.	Salutation	Name	Stream
1	1675	Mr.	Anand Kaswan	Hospital Management
2	1782	Mr.	Pratap Jha	Hospital Management
3	1810	Dr.	Saloni Sharma	Hospital Management
4	1828	Ms.	Shikha Singh	Health Management
5	548	Mr.	Pranav Ayush	Pharmaceutical Management

Please ensure the following pre-requisites:

- **You are required to be physically present at the venue as per the timeline. No requests for online interviews will be entertained.**
- Follow the outlined dress code: University Uniform.

@Simran Randhawa Please coordinate with the listed students.

Thanks & Regards,

N. Satheeshkanna,
Sr. Manager - Placements

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: satheeshkanna@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 978-245-3035 | **P:** +91 141 3924700 (455)

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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From: Placements <placements@iihmr.edu.in>
Sent: 03 May 2025 04:51 PM
To: Pranav Ayush <pranav.pm15@iihmr.in>; Adarsh Anand <adarsh.hm28@iihmr.in>; Anand Kaswan <anand.hm28@iihmr.in>; Ankit Jangir <ankitjangir.hm28@iihmr.in>; Karan Vikram Tripathi <karan.hm28@iihmr.in>; Mayank Kandelwal <mayankkhandelwal.hm28@iihmr.in>; Pratap Jha <pratap.hm28@iihmr.in>; SALONI SHARMA <salonisharma.hm28@iihmr.in>; Shikha Singh <shikhasingh.hm28@iihmr.in>
Cc: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Simran Randhawa <simranrandhawa.hm28@iihmr.in>
Subject: Interview : Arya Medical College & Hospital || Campus Placement Recruitment Drive || MBA HM & PM (2023-25)
Importance: High

Dear Students,

Refer to your application, the "**Arya Medical College & Hospital**" interview process schedule Offline on **6th May 2025 (Tuesday) at IIHMR UNIVERSITY JAIPUR Campus.**

Reporting time- 11:00 am

Reporting venue- Will be share shortly

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations
A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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From: Placements
Sent: 02 May 2025 11:29
To: MBAHM 28 <mbahm28@iihmr.in>; MBAPM 15 <mbapm15@iihmr.in>
Cc: P. R. Sodani <sodani@iihmr.edu.in>; Sanjay Gupta <sanjaygupta@iihmr.edu.in>; Saurabh Kumar <saurabh@iihmr.edu.in>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: Arya Medical College & Hospital || Campus Placement Recruitment Drive || MBA HM & PM (2023-25)

Dear Students,

Greetings!!!

We are pleased to inform you that **"Arya Medical College & Hospital"** wish to conduct Campus Placement Recruitment Drive for **MBA HM & PM (2023-25)** Batch students of IIHMR University, Jaipur.

About the Organization

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Profile:

1. Hospital Operations Executive
2. Corporate Sales Executive

JD- Hospital Operations Executive

Role Overview:

Responsible for overseeing the smooth daily operations of hospital departments, ensuring patient satisfaction and compliance with SOPs.

Key Responsibilities:

- Manage OPD/IPD coordination and front-desk operations
- Liaison with medical, nursing, and administrative departments
- Address patient queries and grievances
- Maintain operational records and daily MIS
- Assist in audits and quality assurance tasks

Qualifications:

- MBA/PGDM in Hospital or Healthcare Management
- Strong communication and coordination skills
- Proficiency in Microsoft Office tools

Location: Jaipur

Compensation: CTC 5L (4L + 1L PLI upon completion of 1 Year)

Joining: Immediate to 2 months

JD- Corporate Sales Executive

Role Overview:

Develop and manage B2B relationships with corporates, pitch healthcare products/services, and meet sales targets.

Key Responsibilities:

- Acquire new corporate clients and generate leads
- Customize and present healthcare plans
- Achieve monthly/quarterly targets
- Work in tandem with marketing and service delivery teams

Qualifications:

- MBA in Marketing, Sales, or Healthcare Management
- Excellent negotiation and relationship-building skills
- Willingness to travel locally when required

Location: Jaipur

Compensation: CTC 6L (4L fixed + 2L PLI)

Joining: Immediate to 2 months

Important Note: The Selection process will be schedule offline at IIHMR University, Jaipur Campus on 5th MAY 2025 (Monday).

Interested students can apply through Digiicampus only latest by **2th May 2025 before 5:00 pm**

With Regards,

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

N Satheeshkanna

From: Neethu.K <neethu.k@mediassist.in>
Sent: 12 July 2025 12:29 PM
To: Vinod Tejwani
Cc: Anita Thapa; N Satheeshkanna; 'Neha Kapoor'; 'Sipra Tandon'
Subject: Confirmation of Selected Candidates for Medi Assist

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Vinod,

Thank you for your support in conducting the virtual interviews smoothly.

We're pleased to confirm the selection of the following 8 students to join Medi Assist. Kindly ensure they are available to on-board with us by **21st July**.

#	Candidate Name
1	Swarna Dipti
2	Sameera Khan
3	Riya Shekhawat
4	Pranali Mukund Thakre
5	Mrinalini Kumari
6	Mayank Khandelwal
7	Shaleen Khare
8	Meri Paul

Request you to help share their PAN & Aadhar Card copy for us to process Offer letter.

Medi Assist
Neethu K | **Schedule a call**
Team Leader | People Practice
Mobile Number: 6366422910
www.mediassist.in

From: N Satheeshkanna [mailto:satheeshkanna@iihmr.edu.in]
Sent: 10 July 2025 05:14 PM
To: neethu.k@mediassist.in
Cc: Vinod Tejwani; Anita Thapa
Subject: RE: Campus Placement Opportunity - Medi Assist

Dear Ma'am,

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Greetings!

As discussed, I am sharing the students' academic details as an attachment with this email for your kind perusal.

Thanks & Regards,

N. Satheeshkanna,
Sr. Manager - Placements

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: satheeshkanna@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 978-245-3035 | **P:** +91 141 3924700 (455)

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From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: 07 July 2025 06:21 PM
To: neethu.k@mediassist.in
Cc: N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Campus Placement Opportunity - Medi assist

Dear Ms. Neethu,

Greetings for the day!

As desired, please find attach the resumes of 14 candidates interested in the profile.

Please do let us know the way forward.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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Total Application -14

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: 07 July 2025 11:58
To: Neethu.K <neethu.k@mediassist.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Cc: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: RE: Campus Placement Opportunity - Medi assist

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Dear Ms. Neethu,

Thanks for sharing the details.

@Anita Thapa Please take it forward with students on priority.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations
A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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---

From: Neethu.K <neethu.k@mediassist.in>
Sent: 07 July 2025 11:44 AM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Subject: Campus Placement Opportunity - Medi assist

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Team ,

I hope this message finds you well.

I am Neethu K, representing **Medi Assist Insurance TPA Pvt. Ltd.** We are eager to collaborate with **Symbiosis International University** to hire **Post Graduates (MBA – Hospital ,Health care and Administration)** for the roles of **Executive Trainee** for our internal **Provider Partnerships Dept.**

Please find the below details for your reference:

About Medi assist:

Medi Assist is a leading HealthTech and InsurTech company in India that provides third-party administration (TPA) services to insurance companies. They manage health benefits for employers, retail members, and public health schemes, acting as an intermediary between insurance providers, policyholders, and healthcare providers. Medi Assist is known for its extensive network of hospitals and its focus on streamlining benefits administration and claims management. we provide services to insurance companies through our wholly owned subsidiaries, Medi

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Assist TPA and Raksha TPA. Our Indian provider network comprises 18,000+ hospitals across 1,069 cities and towns and 31 states (including union territories).

Timings: General shift (8 and half hour shift)

Compensation: 5LPA (4.5LPA Fixed and 50k – Performance linked incentive) Take home – 32.5k

Location: Bangalore,Hyderabad, Mumbai, Delhi & Pune

We kindly request you to share the interested candidate students list in the below format:

Title (Mr., Ms., Dr.)	Full Name :	UG specialization	UG degree:	UG Percentage (%):	C
Ms	XXX	XXX	XXXX	XX	X

Medi Assist
Neethu K | **Schedule a call**
Team Leader | People Practice
Mobile Number: 6366422910
www.mediassist.in

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Disclaimer: The information contained in this e-mail (including any attachment(s) hereto) is confidential and may contain proprietary, business, and/or privileged material which is intended only for the use of the addressee. Please note, unauthorized use, disclosure, or copying of this e-mail or any part thereof is strictly prohibited and may be unlawful. If you have received this email in error, please notify the sender immediately by return e-mail, and delete this e-mail and all copies thereof.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

ARYA MEDICAL COLLEGE & HOSPITAL

(A unit of APAR Charitable Trust for Education and Research)

Address: Plot No F-29, Omaxe City, Ajmer Road , Jaipur , Rajasthan-302026

Ref. No. : AMCH/HR/03/2025/05/16/03 **Date: 16-05-2025**

OFFER LETTER

Ms. Saloni Sharma

A9 – Friend Colony, Lal Kothi, Tonk Road,

Jaipur (Rajasthan)

Congratulations! We are pleased to confirm that you have been selected to work with Arya Medical College & Hospital. We are delighted to extend the following job offer:

The position we are offering is **Manager – Hospital Operations** at Arya Medical College & Hospital. We would like you to join immediately. Please report to the HR Manager for documentation and orientation.

Upon joining, you will be invited to our HR Tool (Payroll Software), where you may need to upload your documents. Alternatively, you can submit hard copies of all required documents to the HR office.

Kindly sign the enclosed copy of this letter and return it to us within three days from the letter's issue date to confirm your acceptance of this offer.

We are confident that you will make a significant contribution to the success of Arya Medical College & Hospital and look forward to working with you.

Sincerely,

Authorized Signatory

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Placements

From: N Satheeshkanna
Sent: 13 May 2025 15:55
To: Anand Kaswan; Pratap Jha; SALONI SHARMA; Shikha Singh
Cc: Vinod Tejwani; Anita Thapa; Placements; Simran Randhawa
Subject: RE: Interview : Arya Medical College & Hospital || Campus Placement Recruitment Drive || MBA HM & PM (2023-25)

Dear Students,

Please ignore the previous mail.

In continuation of the trail mail reg. the interview process in **Arya Medical College & Hospital,** the organization have been scheduled the interviews, and the details are mentioned below,

Rescheduled Interview Details:

Date: 14th May 2025 *(Wednesday)*

Timing: 01:30 PM Onwards

Process Mode: In Person Interviews

Interview Location: Arya Medical College & Hospital, F-29, Omaxe City, Ajmer Road, Jaipur

Location Link: https://maps.app.goo.gl/rbSjAJYTHNJ4ijBcA

Sr. No.	Roll No.	Salutation	Name	Stream
1	1675	Mr.	Anand Kaswan	Hospital Management
2	1782	Mr.	Pratap Jha	Hospital Management
3	1810	Dr.	Saloni Sharma	Hospital Management
4	1828	Ms.	Shikha Singh	Health Management

Please ensure the following pre-requisites:

- **You are required to be physically present at the venue as per the timeline. No requests for online interviews will be entertained.**
- Follow the outlined dress code: University Uniform.

@Simran Randhawa Please coordinate with the listed students. (Please inform Pranav not to attend the process as his name has been eliminated from the list)

Thanks & Regards,

N. Satheeshkanna,
Sr. Manager - Placements

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: satheeshkanna@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 978-245-3035 | **P:** +91 141 3924700 (455)

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Sanganer Airport, Jaipur-302029

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From: Placements <placements@iihmr.edu.in>
Sent: 03 May 2025 04:51 PM
To: Pranav Ayush <pranav.pm15@iihmr.in>; Adarsh Anand <adarsh.hm28@iihmr.in>; Anand Kaswan <anand.hm28@iihmr.in>; Ankit Jangir <ankitjangir.hm28@iihmr.in>; Karan Vikram Tripathi <karan.hm28@iihmr.in>; Mayank Kandelwal <mayankkhandelwal.hm28@iihmr.in>; Pratap Jha <pratap.hm28@iihmr.in>; SALONI SHARMA <salonisharma.hm28@iihmr.in>; Shikha Singh <shikhasingh.hm28@iihmr.in>
Cc: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Simran Randhawa <simranrandhawa.hm28@iihmr.in>
Subject: Interview : Arya Medical College & Hospital || Campus Placement Recruitment Drive || MBA HM & PM (2023-25)
Importance: High

Dear Students,

Refer to your application, the "**Arya Medical College & Hospital**" interview process schedule Offline on **6th May 2025 (Tuesday) at IIHMR UNIVERSITY JAIPUR Campus.**

Reporting time- 11:00 am

Reporting venue- Will be share shortly

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations
A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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From: Placements
Sent: 02 May 2025 11:29
To: MBAHM 28 <mbahm28@iihmr.in>; MBAPM 15 <mbapm15@iihmr.in>
Cc: P. R. Sodani <sodani@iihmr.edu.in>; Sanjay Gupta <sanjaygupta@iihmr.edu.in>; Saurabh Kumar <saurabh@iihmr.edu.in>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: Arya Medical College & Hospital || Campus Placement Recruitment Drive || MBA HM & PM (2023-25)

Dear Students,

Greetings!!!

We are pleased to inform you that **"Arya Medical College & Hospital"** wish to conduct Campus Placement Recruitment Drive for **MBA HM & PM (2023-25)** Batch students of IIHMR University, Jaipur.

About the Organization

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Sanganer Airport, Jaipur-302029

Profile:

1. Hospital Operations Executive
2. Corporate Sales Executive

JD- Hospital Operations Executive

Role Overview:

Responsible for overseeing the smooth daily operations of hospital departments, ensuring patient satisfaction and compliance with SOPs.

Key Responsibilities:

- Manage OPD/IPD coordination and front-desk operations
- Liaison with medical, nursing, and administrative departments
- Address patient queries and grievances
- Maintain operational records and daily MIS
- Assist in audits and quality assurance tasks

Qualifications:

- MBA/PGDM in Hospital or Healthcare Management
- Strong communication and coordination skills
- Proficiency in Microsoft Office tools

Location: Jaipur

Compensation: CTC 5L (4L + 1L PLI upon completion of 1 Year)

Joining: Immediate to 2 months

JD- Corporate Sales Executive

Role Overview:

Develop and manage B2B relationships with corporates, pitch healthcare products/services, and meet sales targets.

Key Responsibilities:

- Acquire new corporate clients and generate leads
- Customize and present healthcare plans
- Achieve monthly/quarterly targets
- Work in tandem with marketing and service delivery teams

Qualifications:

- MBA in Marketing, Sales, or Healthcare Management
- Excellent negotiation and relationship-building skills
- Willingness to travel locally when required

Location: Jaipur

Compensation: CTC 6L (4L fixed + 2L PLI)

Joining: Immediate to 2 months

Important Note: The Selection process will be schedule offline at IIHMR University, Jaipur Campus on 5th MAY 2025 (Monday).

Interested students can apply through Digiicampus only latest by **2th May 2025 before 5:00 pm**

With Regards,

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
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Outlook

Re: Sharing Selected Candidates List

From HR Rungta Hospital <hr@rungtahospital.com>
Date Thu 2/27/2025 6:08 PM
To Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc Anita Thapa <anitathapa@iihmr.edu.in>; Nityanand Rungta <nityanand@rungtahospital.com>; Dr. Dharmendra Dudi Rungta Hospital <unithead@rungtahospital.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Sir,

As discussed, after the completion of the 3-month internship, the CTC for the below-mentioned students will be revised to 5 LPA:

1. Bhawna Kaswan
2. Saryu Jadon

Thank you.

Yours Sincerely,
Vibhuti Sogani
HR Executive

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

PRIVATE & CONFIDENTIAL

OFFER & APPOINTMENT LETTER

MATPA2025/07/23/14720

23-Jul-25

Shaleen Khare

D/O: Dilip Khare , 473, Shakti Nagar coloni,
gram chopra khund, Damoh (Rural), Damoh,
Madhya Pradesh-470661

Dear Shaleen Khare,

Congratulations!

Thank you for your interest in associating with Medi Assist Insurance TPA Private Limited ("Company" or "We"). Pursuant to the detailed discussion and multiple rounds of interview held with you, we are pleased to confirm your selection for the position of Executive Trainee - Opus.

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

1. Commencement Date:

Your employment with the Company shall commence on 28-Jul-2025.

2. Roles & Responsibilities:

Your primary responsibilities will be of Executive Trainee in the grade P3 in the department Opus. You may be asked by the company to fulfil additional duties and tasks as defined from time to time which may or may not be directly associated with your job title.

3. Place of work:

Your principal location of employment will be in Pune. You may be required to travel out of the location/ to any place within India or outside India as per the business requirements of the Company in relation to the execution of your responsibilities as assigned to you from time to time by the Company. You will be reimbursed all expenses incurred by you towards travel / boarding and lodging as per the Company policy. The Company may, at any point of time at its sole discretion, after giving you reasonable notice, transfer or assign your services to any current place of operations or which may subsequently be established or acquired in any part of India or outside India.

4. Remuneration:

Your Cost to the Company ("CTC') Rs 500004 (Rupees Five Lakh Four Only) per Annum. The detailed compensation structure is attached to this letter in Annexure A. The compensation structure may undergo modifications from time to time, at the Company's sole discretion and your gross compensation will be redistributed as per the structure and statutory guidelines in force at the relevant time. All payments will be subject to appropriate deductions of income tax and statutory requirements as per the Company's procedures and prevailing statutory laws. You shall be responsible for filing your personal returns and complying with the other requirements under the applicable Income Tax laws. The working of the Performance Linked Incentive where applicable, shall be as per your meeting the criteria set by the company from time to time.

The CTC offered to you along with the compensation structure is confidential between you and the Company. You are requested to maintain the strict confidentiality of the same and not disclose your compensation details to others.

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5. Confirmation:

You will be on probation for a period of six (6) months from the date of joining the Company and will continue to be so, unless your employment is expressly confirmed by the Company. The probation period may also be extended for a further period by the Company at its sole discretion based on your performance assessment.

6. Performance Review:

Performance Bonus, Performance Linked Incentive and salary increases based on individual and the Company's performance may be declared or decided and paid to you by the Company or its Board of Directors at their sole discretion, the same shall be binding on you. You will also be eligible to participate in benefit programs as per Company's policy.

7. Personal Time Off:

You will be entitled to the leaves as per Company's policy as applicable from time to time. The Company remains operational 24 hours a day and 7 days a week and hence our work might require rotational shifts of working. If you are expected to come to work on Sundays then you will have a week day off as planned by your department head.

8. Health Examination:

You may have to undergo a health examination at a designated clinic based on the Company's requirement. The objective of the examination is to ascertain your medical fitness for the roles you have been offered with. Any cost incurred by you for this check-up will be reimbursed to you subject to submission of relevant invoices.

9. Compliance with Company's policies and procedures:

You will be governed by the Company's rules, regulations, administrative procedures, policies and guidelines that are in force from time to time.

We request you to go through in detail the various policies of the Company including but not limited to **"Prevention of Sexual Harassment at Workplace", "Information Security Policy", "Code of Conduct and Disciplinary Procedure"** published on the Company's intranet after you formally join the Company. You will be required to complete the online assessments of Company's policies within a stipulated timeline in order to ensure compliance with Company's policies and you shall confirm acceptance of the same and agree to adhere to and comply with such policies at all times during the term of your employment and thereafter if you are required to. You also acknowledge that in case of breach of any of the Company's policies, Company shall be justified to take appropriate action as per procedures outlined in the respective policies including but not limited to initiating legal action as per law of the land.

10. Confidential Information:

Except as required by the Company or otherwise permitted by the Company's authorized representative in writing, you are bound to observe absolute confidentiality, both during the term of your employment and after its termination, with regard to any confidential information, trade secrets or other proprietary information, including but not limited to, in relation to the business, the employees, customers, clients, financial information, bank account details, passwords and medical history, business dealings, affairs and strategies ("Confidential Information") which can be used by the Company in accordance with its policies. You are required to sign a separate 'Non-Disclosure Agreement' with the Company and the said Agreement shall bind you regarding obligations of Confidentiality.

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11. Employee Data:

You hereby agree and consent to provide the Company with your personal and financial data as may be required by the Company as per its internal process including but not limited to your bank account details and medical history which can be used by the Company in accordance with its policies.

12. Intellectual Property:

Any work done by you during the course of your employment shall belong to the Company and this will cover all products/ services/ inventions etc. This work shall be the sole and exclusive property of the Company.

If you conceive any new or advanced methods of improving processes / formulae / systems in relation to the operation of the Company, such developments shall be promptly and fully communicated to the Company and will be and remain sole right / property of the company. You will agree to execute without receiving additional compensation

(a) any formal documents necessary to assign any ideas, information to the Company and

(b) all documents required to obtain a patent, register a copyright, or enforce the Company's right to such information.

These obligations shall continue beyond the separation of your employment with respect to the work and Inventions you conceive or make during the period of your employment. The Company's proprietary rights and confidential information are amongst the Company's most important assets, and any breach of security or confidentiality is regarded very serious and could lead to termination of your employment at any time without any compensation. Without prejudice to this provision, you confirm that you have declared to the Company all of your business interests existing at the date on which your employment commences, whether or not they are similar to or in conflict with the business. If these interests change during the term of your employment, you will promptly notify the Company.

13. 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 or against its directors, senior executives etc.

"Disparaging" remarks, comments or statements are those that impugn the character, honesty, integrity, morality or business acumen or abilities in connection with any aspect of the operation of business of, or reflect negatively upon, the individual or entity being disparaged. Nothing in this Section shall be construed to preclude truthful disclosures in response to lawful process as required by applicable law, regulation or order or directive of a court, governmental agency or regulatory organization.

14. Non-Compete:

You acknowledge that during the course of your employment with the Company, you will become familiar with the Company's trade secrets and with other confidential information concerning the Company and its associates and related Companies; and that your services will be of a special, unique and extraordinary value to the Company. You agree that during the Term of your employment hereof and for 6 (six) months thereafter, you shall not directly or indirectly own, manage, control, participate in, consult with, render services for, or engage in any business competing with the businesses of the Company.

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15. Non-compete for recruitment/ non-solicitation:

You will not recruit/refer or hire any Company employee or consultant for six months after the separation of your employment from the services of the Company, without express written consent from the Company. You will not solicit the clients of the Company post your separation for a period of three years.

16. Indemnity:

You shall at all times, indemnify and keep the Company indemnified against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim, proceeding or demand instituted or made against the Company caused or occasioned by your breach, failure, default or neglect in the opinion of the Company to observe and comply fully with the terms and conditions your employment with the Company herein contained.

17. Dual Employment:

As an employee in full time employment of the Company, you shall be obliged to devote your entire time, attention and effort to the furtherance of Company's business, and to continually develop your professional skills in the interest of the Company and yourself. You shall not during your employment with the Company directly or indirectly engage yourself or devote your time or attention to any other employment, business, position of monetary interest other than that of the Company. You also agree that the Company may, either by itself or through an external agency, monitor the day to day work related activities of its employees in order to ensure compliance of this clause by the employees.

You will keep us informed of any change in your residential address, your family status or any other personal particulars relevant to your employment.

The terms of this offer Letter detailed above are strictly confidential and should be treated as privileged information between you and the Company. You are expected to maintain absolute confidentiality of such information.

18. 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 the probation period. After confirmation, either party will be required to give 60 viz. Two Months notice or salary thereof in case you decide to resign or separate from the Company subject to the Company's discretion. In the event, you have an incomplete or a critical assignment; Company will have the discretion to relieve you only at the end of the notice period or you may be requested to extend the notice period for a further period until the completion of such assignment. Also, upon separation, you may be required to sign separation agreement with the Company.

19. Retirement:

You will be retired from services upon reaching superannuation age of 60 years or earlier in case you are found physically / mentally unfit to work any longer. The proof of age shall be the one as submitted and recorded in the records of the Company.

20. Termination:

Your employment hereunder may be terminated by the Company 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:

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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. Engagement in any activity that you know or should know could harm the business or reputation of the Company or you participate in the commission of any fraud against the Company or carry out or neglect to do any act which in the reasonable opinion of the Company may seriously damage the interests of the Company.;

c. You willfully or negligently breach any legislation or any regulation to which the Company and/or you may be subject to which may result in imposition of any penalties on the Company or any of its affiliates, group companies, subsidiaries, Director/s , Promoter/s or officer/s of the Company;

d. Embezzlement, misappropriation of Company's funds or other material acts of dishonesty or conducting yourself in a manner which is not in line with the Company's guidelines and values, or if any information provided by you during the course of your interview or otherwise, or your representations, are at any time, found to be either wrong, concealed or misleading, or if you are in contravention of the terms of this offer letter;

e. Breach of Company's confidential information

f. Failure to adhere to Company's corporate codes, policies or procedures as in effect from time to time;

g. Continued failure to meet reasonable performance standards as determined by the Company;

h. Refusal to perform reasonable duties as assigned by the Company; or

i. You are adjudged bankrupt or you enter into any composition or arrangement with or for the benefit of your creditors including a voluntary arrangement under the applicable Indian Insolvency laws.

j. Become of unsound mind

k. Become incapacitated or prevented by illness, injury, accident, or any other circumstance from discharging in full your duties.

21. Governing Law, Jurisdiction and Dispute Resolution:

These terms of employment shall be governed by the laws of India. Subject to the arbitration procedure mentioned herein, each Party consents to the exclusive jurisdiction of the courts at Bangalore in case of any dispute and/or difference arising out of or relating to these terms of employment.

If any dispute, controversy or claim between the Parties hereto arises out of or in connection with the terms of your employment with the Company, including the breach, termination or invalidity thereof (Dispute), the Parties shall use all reasonable endeavors to negotiate with a view to resolving the Dispute amicably. If a Party gives the other Party notice that a Dispute has arisen (a Dispute Notice) and the Parties are unable to resolve the Dispute amicably within 30 days of service of the Dispute Notice (or such longer period as the Parties may mutually agree), then the Dispute shall be referred to arbitration.

The arbitration shall be conducted by a sole arbitrator appointed by the Company. In the event you and the Company fail to agree on the appointment of the sole arbitrator within 30 (thirty) days from the date on which the Dispute was referred to arbitration, then, the Company may approach the jurisdictional High Court for the appointment of the sole arbitrator. The seat and venue for such arbitration shall be Bangalore. All arbitration proceedings shall be conducted in English. The arbitration shall be governed by the provisions of The Arbitration and Conciliation Act, 1996. The arbitration award shall be in writing and shall be final and binding on the Parties. The arbitrator shall have the power to award the costs and reasonable expenses (including reasonable fees of counsel) incurred in the arbitration and also interest on any amounts payable by a party to another.

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22. Documents:

You are required to produce photocopies of documents on the day of joining as per Annexure- B and get the originals for verification by the HR professional. If you are not in a position to submit a complete set of documents, we will not be in a position to employ you and this offer Letter will automatically stand canceled, with immediate effect.

Please note, all documents/testimonials submitted to the Company will be verified as per our background verification process. You hereby give your consent for verifying all your documents/testimonials submitted before or at the time of joining the Company or any third party appointed by it as part of the background verification process. Any omissions or misrepresentation of any facts will result in the immediate termination of your employment.

23. 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 receipt of this letter. This letter may not be modified or amended except by a written agreement, signed by the designated HR professional of the Company and by you.

For Medi Assist Insurance TPA Private Limited

Prashant Shrivastava
Senior Vice President-HR

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.

Shaleen Khare
Employee Signature

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Annexure A

***Strictly Private & Confidential**

Salary Components	Annual Amount in INR
A. Fixed Salary Components	
Basic	2,25,000
House Rent Allowance	90,000
Bonus	16,020
Professional Development Allowance	86,556
Total Fixed Gross Salary (A)	**4,17,576**
B. Retirals	
PF Company Contribution	21,600
Gratuity Company Contribution	10,824
Total Retirals (B)	**32,424**
Total Fixed Cost To Company (A+B)	**4,50,000**
C. Performance Pay	
Performance Linked Incentive*	50,004
Total Cost To Company (A+B+C)	**5,00,004**

• **Gratuity** will be paid as per Gratuity Act on completion of 5 years continuous service in the organization.

• **Taxes** are applicable as per the government rules & regulations.

• Performance Linked Incentive pay will be determined based on performance and achievement of predetermined targets of organization, individual and department as per the applicable policy from time to time.

For Medi Assist Insurance TPA Private Limited

Prashant Shrivastava
Senior Vice President-HR

Shaleen Khare
Employee Signature

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Annexure B

Please submit the photocopies of the following documents on the day of joining:

- Proof of age
- Certificate or testimonials of SSLC /10th Standard and Certificates supplementing your highest educational and professional qualification attainments
- Last three months' payslips of your previous organization
- Relieving letter from your previous organization mentioning the cause of separation
- Form 16 or any other authenticated document supplementing your earnings and income tax deduction /paid in the current financial year
- 8 (eight) passport sized photographs (with White background)
- PAN Card
- Voter ID, Aadhar Card, Passport or any photo ID address proofs
- PF UAN (if UAN is generated)
- Any other documents as may be required by the Organization

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NON DISCLOSURE AGREEMENT

This Non Disclosure Agreement ("Agreement") is Effective from 28-Jul-2025
Between

Medi Assist Insurance TPA Private Limited, a company incorporated under the Companies Act, 1956 having registered office at "Tower D, 4th Floor, IBC Knowledge Park 4/1, Bannerghatta Road, Bangalore – 560 029 (hereinafter referred to as "Company/Disclosing Party" which expression shall unless repugnant to the context or meaning thereof be deemed to include its successors and permitted assigns).

AND
Mr./Ms. Shaleen Khare, aged about 24 years, son/daughter/wife of Mr./Ms. Dilip Khare, residing at D/O: Dilip Khare , 473, Shakti Nagar coloni, gram chopra khund, Damoh (Rural), Damoh, Madhya Pradesh-470661 (hereinafter referred to as the "Employee/Receiving Party" which expression shall unless repugnant to the context thereof mean and include his/her heirs, executors, administrators, representatives, successors, administrators and assigns) Both Party shall be individually known as 'Party' and collectively known as 'Parties.

WHEREAS

The Company will disclose to the Employee certain Confidential and Proprietary Information (as hereinafter defined) during Employee's employment with the Company and the Parties wish to maintain the confidentiality of the Confidential and Proprietary Information in terms hereof.

Whereas in connection with the employment, the employee shall have access to the Confidential and Proprietary Information of the Company and therefore the Parties have executed this Non-Disclosure Agreement.

NOW, THEREFORE, THE PARTIES HEREBY AGREE AS FOLLOWS:

1. Confidential and Proprietary Information

"Confidential Information" shall mean any information and data either tangible or intangible, disclosed by the Company to the Employee, in connection with the Process, irrespective of the medium in which such information has been disclosed, whether before or after the Effective Date, either directly or indirectly, belonging to the Company including information relating to its associate companies/ Group companies or Parent company, subsidiary company and shall include without limitation, business and financial information, business plans, future developments, product developments and new products concepts and technical information, records, files, memoranda, reports, employee(s) list, employee data, employee personal information including bank account numbers, shareholding, remuneration, client data, medical information, personal information include all information in his/her possession and any other information of any kind and descriptions, including electronic data recorded or retrieved by any means, that have been or will be given to the Employee by the Company, as well as written or verbal instructions or comments and the like and/ or relating to the Company. The list of clients, customers of clients, the personal details and records maintained by the Company would be the proprietary information of the Company.

However, the Employee will have the burden of proving that any given exception applies in a particular case.

a) Information which is in public domain without any fault of the Employee;

b) Information which was rightfully in the Employee possession or any part of it which is generally known to the Employee prior to its association with the Company;

c) Information disclosed with Company's prior written approval.

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2. Undertakings by Employee

The Employee shall use the confidential information solely in connection with the Process and not for any other purposes. The Employee agrees and undertakes to hold the Confidential and Proprietary Information of the Company in strict confidence. The Employee will use his/her best endeavors to ensure that Confidential Information is protected against theft or unauthorized access. The Employee will ensure that the Confidential and Proprietary Information is not disclosed to any third party or disseminated or published without the express written consent of the Company. The Employee shall not at any time use any of the Proprietary Information (or permit or assist a third party to use the Proprietary Information) for or in connection with any litigation of any nature. The Employee agrees and undertakes that within its respective organization, Confidential and Proprietary Information of the Company will be shared only with its Associates and other employees strictly on a "need-to-know" basis. The employee acknowledges that Confidential Information provided by the company is and shall remain the exclusive property of the company.

3. Forced Disclosure

Subject to clause 2, the Employee may disclose Proprietary Information, to the minimum extent required by any order of any court of competent jurisdiction or any competent judicial, governmental or regulatory body. Before the Employee discloses any information, he/she shall use all reasonable endeavors to inform the Company of the full circumstances and the information that will be disclosed consult the Company as to possible steps to avoid or limit disclosure and gain assurances as to Confidentiality from the body to which the information is to be disclosed.

4. Term

The restrictions of confidentiality shall survive even after termination of the employment or resignation by the employee from the Company. Upon Company's request or upon the termination of the employment or resignation by the employee, the Employee will promptly deliver to the Company all of The Company's Confidential Information (and all copies thereof) obtained or possessed by the Employee. With respect to Confidential Information stored in electronic form, the Employee shall delete all confidential information from his/her systems and shall confirm in writing that all confidential information has been deleted.

5. Remedy

The Employee recognizes and acknowledges that Confidential Information is of a special, unique and extraordinary character to the Company and that disclosure, misappropriation or unauthorized use of such Confidential Information by the Employee cannot be fully compensated and that, further any such disclosure, misappropriation or unauthorized use of the Confidential Information shall cause irreparable injury to the Company. The Employee expressly agrees, therefore, that the Company, in addition to any rights and remedies it may have under this Agreement or at law or in equity, shall be entitled to seek injunctive and other equitable relief to prevent the breach, or the further breach, or any of the terms and provisions hereof. In view of the sensitivity of the information in the possession of the employee, the Employee agrees that in case of breach of this Agreement, he / she shall be liable for unliquidated damages to the company, irrespective of the claim/s against the Company or the loss sustained by the Company.

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6. Severability

If any term of this Agreement is declared by any jurisdictional, Court/tribunal to be illegal or unenforceable, it will not affect the validity or enforceability of the other terms or provisions, unless the terms and provisions declared illegal or unenforceable are in the nature of a condition precedent or the essence of this Agreement or comprises an integral part of and inseparable from the remainder of this Agreement. In such event, the Parties will take all necessary action and shall execute any other documents required to suitably revise the illegal/unenforceable provision and facilitate the attainment of the objectives of this Agreement.

7. Notices

All notices and other communication hereunder shall be in writing and shall be deemed given if delivered personally or mailed by registered or certified mail (return receipt requested) to the Parties at their addresses specified in the introductory portion of this Agreement, or at any other address which a Party might specify in writing

8. Entire Agreement and Modifications

This Agreement constitutes the entire Agreement between the Parties on its subject and this supersedes all other prior agreements, arrangements or understandings, whether verbal, written, or implied. Any amendment hereto will be in writing and signed by the Parties.

9. Jurisdiction

This Agreement shall be governed by and interpreted in accordance with the laws of India and Bangalore Courts shall have exclusive jurisdiction regarding any dispute arising out of or in connection with this Agreement.

IN WITNESS WHEREOF the parties have executed this NDA on the day and date first above mentioned.

For Medi Assist Insurance TPA Private Limited

Prashant Shrivastava
Senior Vice President-HR

Shaleen Khare
Employee Signature

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Outlook

RE: Interview of Students || IIHMR-J

From Swapnil Arya <swapnil.arya@parashospitals.com>
Date Tue 4/13/2023 5:43 PM
To N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc Vinod Tejwani<vinodtejwani@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello Satheesh,

We had successfully conducted the interviews today. Please find below the details of the final selected candidate:

Ms. Shalini Gurjar, MBA (Hospital and Health Management), has been **selected for the role of Patient Care Coordinator** with a **CTC of ₹5 LPA**.

Kindly convey our congratulations to her on the selection. Please let us know her availability to join once she completes her internship/project/examinations.

Warm regards,

Thanks and Regards,

Swapnil Arya

HR Department

PARAS HEALTH

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

N Satheeshkanna

From: Neethu.K <neethu.k@mediassist.in>
Sent: 12 July 2025 12:29 PM
To: Vinod Tejwani
Cc: Anita Thapa; N Satheeshkanna; 'Neha Kapoor'; 'Sipra Tandon'
Subject: Confirmation of Selected Candidates for Medi Assist

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Vinod,

Thank you for your support in conducting the virtual interviews smoothly.

We're pleased to confirm the selection of the following 8 students to join Medi Assist. Kindly ensure they are available to on-board with us by **21st July**.

#	Candidate Name
1	Swarna Dipti
2	Sameera Khan
3	Riya Shekhawat
4	Pranali Mukund Thakre
5	Mrinalini Kumari
6	Mayank Khandelwal
7	Shaleen Khare
8	Meri Paul

Request you to help share their PAN & Aadhar Card copy for us to process Offer letter.

Medi Assist
Neethu K | **Schedule a call**
Team Leader | People Practice
Mobile Number: 6366422910
www.mediassist.in

From: N Satheeshkanna [mailto:satheeshkanna@iihmr.edu.in]
Sent: 10 July 2025 05:14 PM
To: neethu.k@mediassist.in
Cc: Vinod Tejwani; Anita Thapa
Subject: RE: Campus Placement Opportunity - Medi Assist

Dear Ma'am,

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Greetings!

As discussed, I am sharing the students' academic details as an attachment with this email for your kind perusal.

Thanks & Regards,

N. Satheeshkanna,
Sr. Manager - Placements

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: satheeshkanna@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 978-245-3035 | **P:** +91 141 3924700 (455)

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From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: 07 July 2025 06:21 PM
To: neethu.k@mediassist.in
Cc: N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Campus Placement Opportunity - Medi assist

Dear Ms. Neethu,

Greetings for the day!

As desired, please find attach the resumes of 14 candidates interested in the profile.

Please do let us know the way forward.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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Total Application -14

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: 07 July 2025 11:58
To: Neethu.K <neethu.k@mediassist.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Cc: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: RE: Campus Placement Opportunity - Medi assist

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Dear Ms. Neethu,

Thanks for sharing the details.

@Anita Thapa Please take it forward with students on priority.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations
A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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From: Neethu.K <neethu.k@mediassist.in>
Sent: 07 July 2025 11:44 AM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Subject: Campus Placement Opportunity - Medi assist

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Team ,

I hope this message finds you well.

I am Neethu K, representing **Medi Assist Insurance TPA Pvt. Ltd.** We are eager to collaborate with **Symbiosis International University** to hire **Post Graduates (MBA – Hospital ,Health care and Administration)** for the roles of **Executive Trainee** for our internal **Provider Partnerships Dept.**

Please find the below details for your reference:

About Medi assist:

Medi Assist is a leading HealthTech and InsurTech company in India that provides third-party administration (TPA) services to insurance companies. They manage health benefits for employers, retail members, and public health schemes, acting as an intermediary between insurance providers, policyholders, and healthcare providers. Medi Assist is known for its extensive network of hospitals and its focus on streamlining benefits administration and claims management. we provide services to insurance companies through our wholly owned subsidiaries, Medi

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Assist TPA and Raksha TPA. Our Indian provider network comprises 18,000+ hospitals across 1,069 cities and towns and 31 states (including union territories).

Timings: General shift (8 and half hour shift)

Compensation: 5LPA (4.5LPA Fixed and 50k – Performance linked incentive) Take home – 32.5k

Location: Bangalore,Hyderabad, Mumbai, Delhi & Pune

We kindly request you to share the interested candidate students list in the below format:

Title (Mr., Ms., Dr.)	Full Name :	UG specialization	UG degree:	UG Percentage (%):	
Ms	XXX	XXX	XXXX	XX	X

Medi Assist
Neethu K | **Schedule a call**
Team Leader | People Practice
Mobile Number: 6366422910
www.mediassist.in

Disclaimer: The information contained in this e-mail (including any attachment(s) hereto) is confidential and may contain proprietary, business, and/or privileged material which is intended only for the use of the addressee. Please note, unauthorized use, disclosure, or copying of this e-mail or any part thereof is strictly prohibited and may be unlawful. If you have received this email in error, please notify the sender immediately by return e-mail, and delete this e-mail and all copies thereof.

Disclaimer: The information contained in this e-mail (including any attachment(s) hereto) is confidential and may contain proprietary, business, and/or privileged material which is intended only for the use of the addressee. Please note, unauthorized use, disclosure, or copying of this e-mail or any part thereof is strictly prohibited and may be unlawful. If you have received this email in error, please notify the sender immediately by return e-mail, and delete this e-mail and all copies thereof.

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KARKINOS

EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement") is entered into on this 15th April 2025 and is effective from 16th April 2025.

BY AND BETWEEN:

Karkinos Healthcare Private Limited, a private limited company incorporated and existing under the laws of India and having its registered office at Mumbai, (hereinafter referred to as the "**Company**" which expression shall, unless repugnant to the context or meaning thereof, be deemed to include its successors-in-interest and assigns), of the **ONE PART**;

AND

Vishal Chauhan, currently residing S/o Satish Pal Singh, Kherki Majra, Kharki Majra Dhankot (52), Gurgaon, Haryana - 122505. (Hereinafter referred to as "Employee" which expression shall, unless repugnant to the context or meaning thereof, be deemed to include the employee's successors, legal heirs and permitted assigns), of the OTHER PART

The Company and the Employee are hereinafter referred to individually as a "**Party**" and collectively as the "**Parties**".

WHEREAS:

A. The Company is engaged in the business of developing healthcare solutions ("**Business**").

B. The Company proposes to engage the services of the Employee as a full time employee of the company in the designation of **"Program Executive"** subject to the terms and conditions set out in this Agreement and the Employee has agreed to accept such offer of employment, on the terms and conditions set forth in this Agreement.

NOW THEREFORE, in consideration of the mutual promises, covenants, understandings and conditions hereinafter set forth and other good and valuable consideration, the sufficiency of which is hereby acknowledged, the Parties agree as follows**:**

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The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

1. DEFINITIONS AND INTERPRETATIONS

In this Agreement, unless the context clearly indicates a contrary intention, and in addition to the terms defined in the body of the Agreement, the following words or expressions shall have the meaning assigned herein:

1.1.1. "**Board of Directors**" or "**Board**" shall mean the board of directors of the Company;

1.1.2. "**Person**" shall mean any natural person, limited or unlimited liability company, corporation, partnership (whether limited or unlimited), proprietorship, Hindu undivided family, trust, union, association, government or any agency or political subdivision thereof or any other entity that may be treated as a Person under Applicable Law;

2. EMPLOYMENT

2.1. The Company hereby employs the Employee in and with the position and title as set forth herein.

2.2. The Employee shall complete a probation period of 6 Months post which the Employee's employment shall be deemed to be confirmed.

2.3. During Probation, the notice period for the termination / Resignation will be 30 days from either side. After confirmation, the notice period required from either side is 30 days.

2.4. The Employee's primary place of employment shall be at **Mathura**. The Company may, from time to time, require the Employee to travel to other locations (whether in or outside India) in connection with the employment .

2.5. During the course of the employment, the Employee shall perform such duties, functions and responsibilities as the Board shall from time to time determine and entrusted to the employee. The Employee shall provide their services in accordance with the directions of **Senior Program Manager - Research Implementation**.

2.6. Your employment with the Company is subject to successful clearance of background verification check that will be initiated by the Company through a third party agency.

2.7. This appointment is based on the approval of the Resolution Professional which is valid till the Resolution Plan approval. Post which, the continuation of employment will be subject to confirmation by the Resolution Applicant.

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3. TIME TO BE DEVOTED TO EMPLOYMENT; LEAVE ENTITLEMENT

3.1. During the course of the employment, the Employee shall devote all of their professional and business time, attention and energies to the business and affairs of the Company.

3.2. The Employee shall be entitled to leave in accordance with the Company's policies as adopted by the Board from time to time.

3.3. The Employee shall, at all times, be required to carry out the duties and responsibilities assigned to the employee by the Board or any of the supervisors, faithfully and diligently and in compliance with the established policies and procedures, endeavoring to the best of the employee's ability to protect and promote the interests of the Company.

4. REMUNERATION

4.1. The Employee's remuneration for the services rendered by the employee shall initially be as set forth in Schedule A hereto, which may be amended by or under the authority of the Board from time to time.

4.2. The payments made and other benefits given to the Employee by the Company for the services rendered to the Company shall be subject to withholding of taxes as per applicable laws. The Employee shall be liable for any income tax and all other applicable taxes arising out of such payments and benefits.

5. INVENTION ASSIGNMENT RIGHTS

If at any time during the course of employment under this Agreement the Employee makes or discovers or participates in the making, improvement or discovery of any intellectual property directly or indirectly relating to or capable of being used by the Company, full details of the intellectual property shall immediately be disclosed in writing by the Employee to the Company and the intellectual property shall be the absolute property of the Company. At the request of the Company, the Employee shall give and supply all such information, data, drawings and assistance as may be necessary or in the opinion of the Company desirable to enable the Company to exploit the intellectual property to the best advantage (as decided by the Company). The Employee shall execute all documents and do all things which may, in the opinion of the Company, be necessary or desirable for obtaining patent or other protection for the Intellectual Property and for vesting the same in the Company, as the Company may direct.

6. NON-COMPETITION AND NON-SOLICITATION

6.1. The Employee hereby undertakes that during the term of employment with the Company and for a further period of 1 (one) year from the date employee ceases to be in the employment of the Company ("**Non-Compete Period**"), the employee shall not, as an individual, partner, employee, consultant, shareholder, member, or in association with any Person, except on behalf of the Company, in any manner, directly or indirectly, during the Non-Compete Period: (i) Compete with the Company (ii) solicit or render services to or for a client of the Company (whether present or future) (iii) interfere with the Company's business (iv) employ any present or former employee of the company.

Further, the Employee hereby acknowledges that the type and periods of restriction imposed in the provisions of this Article 6 are fair and reasonable and are reasonably required in order to protect and

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maintain the legitimate business interests and the goodwill associated with the Business.

7. CONFIDENTIALITY/ NDA

7.1. The Employee acknowledges that during the course of the employment with the Company, the employee will have access to and/or will possess trade secrets and other confidential information of the Company and its suppliers and customers, including the Company's business plans, technological and strategic initiatives, marketing programs, details of suppliers and customers, pricing and credit techniques, information concerning dealings, transactions or affairs of the Company or any of its Affiliates, source codes, program codes, software design know-how, research and development activities, private processes, and books and records ("**Confidential Information**"). To protect the Confidential Information and the goodwill of the Company, the Employee undertakes to the Company that the employee shall not, without the express written permission of the Company, use or disclose (either personally or through an agent or otherwise, directly or indirectly) or allow to be used or disclosed:

7.1.1. any such Confidential Information; or

7.1.2. any trade name used by the Company, or any other name similar to such a trade name.

7.2. In furtherance of Section 7.1 above, all memoranda, notes, records or other documents, made or compiled by the Employee or made available to the employee during the course of the employment, which contain Confidential Information, if in the possession or under the Employee's control, shall be delivered to the Company, or on the Company's instructions destroyed by the Employee, upon termination of the employment.

7.3. The Employee's confidentiality obligations under this Article 7 shall continue in perpetuity, except in the following circumstances:

7.3.1. if the Employee is required by any court of law or statutory, regulatory or quasi-judicial authority to disclose any Confidential Information;

7.3.2. if the Confidential Information in question is in the public domain without any breach of this Article 7 or other confidentiality obligation; and

7.3.3. if the Employee receives the Confidential Information in question from any third party who has obtained the same lawfully.

8. TERMINATION OF EMPLOYMENT

8.1. The Employee's employment may be terminated for Cause immediately upon notice to the Employee. For the purpose of this Agreement, "Cause" shall mean: (i) a charge sheet being filed against the Employee (ii) gross negligence or misconduct by the Employee (iii) breach of terms of employment or company policy by the Employee (iv) Employee declared as insolvent under law (v) acts or omissions by

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the Employee that are grounds for summary termination of employment (vi) abandonment of continuous absence for a period greater than 5 days without notice to Company.

8.2. Without prejudice to Company's right under clause 8.1 to terminate the employment with immediate effect, Either Party may terminate this Agreement by giving a 30 (thirty) day prior notice of termination to the other Party hereinafter referred to as the "Notice Period"). Termination shall be effective on the last day of the Notice Period unless otherwise agreed by the Company. As a condition for agreeing to a shorter notice period the Party who sent the termination notice under this Clause shall pay to the other Party the prevailing salary of the Employee for the period by which the Notice Period exceeds the agreed shorter notice period, unless the Parties mutually agree otherwise.

9 OBLIGATIONS UPON TERMINATION

Obligations of the Company

9.1.1. Upon the termination of the Employee's employment for any reason under this Agreement, the Company shall pay the employee (or to the employee's spouse or such other person so nominated by the employee as their nominee, any payments due to the employee in case of termination due to Employee's death), at the time of such termination, any amounts which are accrued but unpaid through the date of termination under the terms of this Agreement.

Obligations of Employee

9.1.2. As specified in Clause 7.2 above, all memoranda, notes, records or other documents, made or compiled by the Employee or made available to the employee during the course of their employment, which contain Confidential Information, shall be handed over to the Company, if in the employee's possession or under their control. Upon termination of the Employee's employment, the Employee shall handover to the Company any laptop or other communication devices including any external hard drives, data cards, etc. provided by the Company. The Employee shall also relinquish all positions and/or memberships in anybody/committee/association to which the employee was appointed or nominated by virtue of the employment with the Company.

10. REPRESENTATIONS AND WARRANTIES

10.1. The Employee hereby represents, warrants, and confirms that:

10.1.1. has executed and delivered this Agreement as a free and voluntary act, after having determined that the provisions contained herein are of benefit to the employee, and that the duties and obligations imposed on the employee hereunder are fair and reasonable and will not prevent the employee from earning a comparable livelihood following the termination of employment with the Company;

10.1.2. has read and fully understood the terms and conditions set forth herein and the benefits and consequences of entering into this Agreement; and

10.1.3. the execution of this Agreement by the employee and performance of the employee's obligations, responsibilities and duties hereunder shall not result in the breach of any of the employee's obligations,

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covenants or undertakings (including any professional, statutory, contractual or fiduciary duties or obligations) to any other Person.

11. REMEDIES

Upon breach of this Agreement, the Employee recognizes, and the Company reserves the right to institute and prosecute proceedings in any court of competent jurisdiction to prevent the Employee from further violating this Agreement or any other agreement, in the form of relief including but not limited to injunction(s). Relief of injunction and/or specific performance shall be in addition to any remedy for damages which the Company may be entitled to.

12. GOVERNING LAW AND DISPUTE RESOLUTION

12.1 Any dispute or controversy arising out of or relating to this Agreement shall be settled by arbitration with its seat Mumbai, Maharashtra in accordance with the Indian Arbitration and Conciliation Act, 1996, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by the Company. The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

12.2 This Agreement shall be construed with, and be governed by, the laws of India without giving effect to the principles of conflicts of laws. Subject to Clause 12.1, courts in Mumbai, Maharashtra only shall have exclusive jurisdiction over all matters arising pursuant to this Agreement.

13. MISCELLANEOUS

13.1. All notices and other communications required or permitted to be given under the provisions of this Agreement shall be in writing in English and shall be deemed to have been effected: (i) (in the case of personal delivery) when delivered, (ii) (in the case of email with return receipt requested) upon the obtaining of a return receipt from the recipient for whom it is intended, provided that a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address set out below or (iii) (in the case of a letter) 3 (three) days after being dispatched in the post, postage prepaid, by an efficient form of mail available or by registered mail, if available, at the addresses of the Parties first mentioned hereinabove.

13.2. This Agreement contains the entire understanding and agreement between the Parties relating to the subject matter hereof and shall supersede all previous agreements, negotiations and undertakings in respect thereof, and neither this Agreement nor any provision hereof may be waived, modified, amended, changed, discharged or terminated, except by an agreement in writing signed by the Party against whom enforcement of any waiver, modification, change, amendment, discharge or termination is sought. Provided, however, it is hereby agreed between the Parties that the terms contained in the

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Investment Agreements shall prevail over this Agreement in relation to the subject matter hereto in the event of any inconsistency between the two.

13.3. This Agreement may be executed simultaneously in counterparts, each of which shall be deemed an original, and both of which counterparts shall together constitute a single agreement.

13.4. If any one or more of the provisions of this Agreement shall be invalid, illegal, or unenforceable in any respect, the validity, legality and enforceability of the remaining provisions contained herein shall not, in any way, be affected or impaired thereby. There shall be substituted for any such provision held invalid, illegal or unenforceable, a provision of similar import, reflecting the original intent of the Parties to the extent permissible under law.

13.5. The provisions of Article 6 (Non-Competition and Non-Solicitation), Article 7 (Confidentiality), Article 9 (Obligations upon Termination), Article 11 (Remedies), and Article 13 (Miscellaneous) of this Agreement shall survive the termination of the Employee's employment with the Company for any reason.

13.6. Save and except as otherwise provided in this Agreement, the waiver of any default or breach under this Agreement by any Party shall not constitute a waiver of the right to terminate this Agreement or otherwise exercise rights or remedies for any subsequent default of a similar nature or under any other terms and conditions of this Agreement.

13.7. No variation of this Agreement shall be binding on any Party, unless such variation is in writing and signed by each Party.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the date first above written.

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Prabhu Dayal Marg, Near
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KARKINOS

For Karkinos Healthcare Private Limited., Through its authorized signatory  Name: Srikanth Rapaka Designation: Director - HR Date: 15th April 2025	Employee: Vishal Chauhan Vishal Chauhan Name: Vishal Chauhan Designation: Program Executive Date: 15th April 2025

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KARKINOS

SCHEDULE A

Details of Remuneration

ANNEXURE 1:

The annual compensation details are as follows:

Particulars	Amount(Rs)	
a) Basic + Allowances:	Monthly	Annualized
Basic	19,934.00	2,39,200.00
HRA	9,967.00	1,19,600.00
Medical Insurance	2,500.00	30,000.00
Special Allowance	7,467.00	89,600.00
b) Additions:		
c) Gross Salary	**39,867.00**	**4,78,400.00**
d) Variable (Paid Half Yearly)	0.00	0.00
e) **Total CTC (c+d)**	**39,867.00**	**4,78,400.00**
f) Deductions:		
g) Employee PF contribution	1800.00	21,600.00
Employee ESI	0.00	0.00
Professional Tax	200.00	2400.00
g) **Total Deductions**	**2000.00**	**24,000.00**
h) Net Pay (c-g)	**37,867.00**	**4,54,400.00**
i) Employer Contribution to PF	1800.00	21,600.00
j)Employer Contribution to ESI	0.00	0.00
k) Total remuneration/ Annual CTC (c+ d+ i+ j)	**41,667.00**	**5,00,000.00**

Your Compensation will be governed by rules of the company on the subject, as applicable and/or amended hereafter. Also deductions, applicable as per prevalent statutes, shall be deducted from salary

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KIMS UAIMS HOSPITAL

OFFER LETTER

To
Ms. Divya Bhandarkar
Maharashtra.

May 05th, 2025

Dear **Ms. Divya,**

Sub: Offer for the position of **Executive Trainee – Operations Department.**

With reference to your application and the subsequent interview, we are pleased to offer you the above position at **KIMS UAIMS Hospital, Sangli.** Your remuneration would be **Rs. 5,25,600/- (Rupees Five Lakhs Twenty Five Thousand Six Hundred Only)** per annum. You will be reporting to Unit Head – KIMS UAIMS Hospital, Sangli.

The detailed terms of Appointment will be issued on the day of reporting at the time of joining.

You are informed to report for duty on or before **May 08th, 2025**, failing which it shall be presumed that you are not interested in the offer made to you and consequently, the Letter of Offer shall stand irrevocably withdrawn/ canceled without any further reference to you.

We take this opportunity to extend to you, a warm welcome to our Organization and look forward for a mutually rewarding and enriching association.

You may give your consent via signed copy of the offer / reply to this email and confirm the date of joining.

Note: You are informed to keep your scanned copies of documents ready, we will be sharing an On-Boarding link through adrenalin shortly. You will have to upload the documents as per the checklist on the link. Checklist will enclose with your offer letter.

For KIMS UAIMS Hospital

Dr. Shibaji Chattopadhyaya
Regional Chief Operating Officer (RCOO)

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The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Ushahkal Abhinav Speciality hospital LLP
C S No.- 105/1, Near Takshila School, Dhamani Road, Sangli, Dist, Sangli - 416416, Maharashtra, India.
Phone: +91 9699772402 / 03 / 04 / 0233-3500300
CIN: AAH-8887

KIMS - UAIMS Hospital, Sangli		
CTC Annexure		
Name:	Ms. Divya Bhandarkar	
Designation:	Executive Trainee	
Grade:	TR01	
Department :	Operations	
Unit:	Sangli	
Components	Monthly	Per Annum
Gross Components (A)		
Basic + DA	23,100	2,77,200
HRA	9,240	1,10,880
Conveyance & Medical Allowance	4,200	50,400
Child Education Allowance	200	2,400
Leave Travel Allowance	1,925	23,100
City Compensation Allowance	3,335	40,020
Total Gross (A)	42,000	5,04,000
Statutory Components (B)		
Providend Fund Employer's Contribution (12% of 15000 Basic)	1,800	21,600
ESIC		
Total Statutory Components (B)	1,800	21,600
Fixed CTC (A+B)	43,800	5,25,600
Performance Linked Incentive - Annually		
Total CTC (Fixed + PLI)		5,25,600
Deductions		
PF (Employees share of 12%)	1,800	21,600
ESIC	0	0
Professional Tax	200	2,400
Net Pay	40,000	4,80,000

Note:

1. PF Contribution will be Optional slabbed at 15,000
2. Gratuity applicable as per the Act
3. Income tax applicable as Tax Slabs
4. Salary & position approval from Dr. Shibaji Chattopadhyaya, RCOO

A Mamatha

Prepared
A Mamatha

Approved
Dr. Shibaji Chattopadhyaya

Accepted
Divya Bhandarkar

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

KIMS UAIMS HOSPITAL

OFFER LETTER

To
Ms. Shruti Kondekar
Maharashtra.

May 05th, 2025

Dear **Ms. Shruti,**

Sub: Offer for the position of **Executive Trainee – Operations Department.**

With reference to your application and the subsequent interview, we are pleased to offer you the above position at **KIMS UAIMS Hospital, Sangli.** Your remuneration would be **Rs. 5,25,600/- (Rupees Five Lakhs Twenty Five Thousand Six Hundred Only)** per annum. You will be reporting to Unit Head – KIMS UAIMS Hospital, Sangli.

The detailed terms of Appointment will be issued on the day of reporting at the time of joining.

You are informed to report for duty on or before **May 08th, 2025**, failing which it shall be presumed that you are not interested in the offer made to you and consequently, the Letter of Offer shall stand irrevocably withdrawn/ canceled without any further reference to you.

We take this opportunity to extend to you, a warm welcome to our Organization and look forward for a mutually rewarding and enriching association.

You may give your consent via signed copy of the offer / reply to this email and confirm the date of joining.

Note: You are informed to keep your scanned copies of documents ready, we will be sharing an On-Boarding link through adrenalin shortly. You will have to upload the documents as per the checklist on the link. Checklist will enclose with your offer letter.

For KIMS UAIMS Hospital

Dr. Shibaji Chattopadhyaya
Regional Chief Operating Officer (RCOO)

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Ushahkal Abhinav Speciality hospital LLP
C S No.- 105/1, Near Takshila School, Dhamani Road, Sangli, Dist, Sangli - 416416, Maharashtra, India.
Phone: +91 9699772402 / 03 / 04 / 0233-3500300
CIN: AAH-8887

KIMS - UAIMS Hospital, Sangli		
CTC Annexure		
Name:	Ms. Shruti Kondekar	
Designation:	Executive Trainee	
Grade:	TR01	
Department :	Operations	
Unit:	Sangli	
Components	Monthly	Per Annum
Gross Components (A)		
Basic + DA	23,100	2,77,200
HRA	9,240	1,10,880
Conveyance & Medical Allowance	4,200	50,400
Child Education Allowance	200	2,400
Leave Travel Allowance	1,925	23,100
City Compensation Allowance	3,335	40,020
Total Gross (A)	42,000	5,04,000
Statutory Components (B)		
Providend Fund Employer's Contribution (12% of 15000 Basic)	1,800	21,600
ESIC		
Total Statutory Components (B)	1,800	21,600
Fixed CTC (A+B)	43,800	5,25,600
Performance Linked Incentive - Annually		
Total CTC (Fixed + PLI)		5,25,600
Deductions		
PF (Employees share of 12%)	1,800	21,600
ESIC	0	0
Professional Tax	200	2,400
Net Pay	40,000	4,80,000

Note:

1. PF Contribution will be Optional slabbed at 15,000
2. Gratuity applicable as per the Act
3. Income tax applicable as Tax Slabs
4. Salary & position approval from Dr. Shibaji Chattopadhyaya, RCOO

A Mamatha

Prepared
A Mamatha

Approved
Dr. Shibaji Chattopadhyaya

Accepted
Shruti Kondekar

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

KIMS HOSPITALS™

OFFER LETTER

To
Ms. Saiyada Nausheen Ali,
Piplani, Huzur, Bhopal.

Aug 02nd, 2025

Dear **Ms. Nausheen,**

Sub: Offer for the position of **Executive Trainee – Operations Department.**

With reference to your application and the subsequent interview, we are pleased to offer you the above position at **KIMS Splendid, Kompally.** Your remuneration would be **Rs. 5,25,600/- (Rupees Five Lakhs Twenty Five Thousand Six Hundred Only)** per annum. You will be reporting to Unit Head – KIMS Splendid Hospitals, Kompally.

The detailed terms of Appointment will be issued on the day of reporting at the time of joining.

You are informed to report for duty on or before **August 18th, 2025**, failing which it shall be presumed that you are not interested in the offer made to you and consequently, the Letter of Offer shall stand irrevocably withdrawn/ canceled without any further reference to you.

We take this opportunity to extend to you, a warm welcome to our Organization and look forward for a mutually rewarding and enriching association.

You may give your consent via signed copy of the offer / reply to this email and confirm the date of joining.

Note: You are informed to keep your scanned copies of documents ready, we will be sharing an On-Boarding link through adrenalin shortly. You will have to upload the documents as per the checklist on the link. Checklist will enclose with your offer letter.

For KIMS Splendid

Dr. Shibaji Chattopadhyaya
RCOO
(Authorized Signatory)

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Splendid Hospitals Private Limited
2, Medchal Road, NCL Colony, Kompally, Hyderabad, Telangana, India.
Regd Off.: Plot No.339/340, Road No.4, Remedy Hospitals KPHB Colony,
Kukatpally, Hyderabad-500072, Telangana, India.
Email.colab@splendidhospitals.com | Ph: +91 9059576868
CIN: U85100TG2022PTC166807

KIMS Splendid		
CTC Annexure		
Name:	Ms. Saiyada Nausheen Ali	
Designation:	Executive Trainee	
Grade:	TR01	
Department :	Operations	
Unit:	Kompally	
Components	Monthly	Per Annum
Gross Components (A)		
Stipend	43,800	5,25,600
Total Gross (A)	43,800	5,25,600
Statutory Components (B)		
Providend Fund Employer's Contribution (12% of 15000 Basic)	0	0
ESIC		
Total Statutory Components (B)	0	0
Fixed CTC (A+B)	43,800	5,25,600
Performance Linked Incentive - Annually		
Total CTC (Fixed + PLI)		5,25,600
Deductions		
PF (Employees share of 12%)	0	0
ESIC	0	0
Professional Tax	200	2,400
Net Pay	43,600	5,23,200

Note:

1. PF Contribution will be Optional slabbed at 15,000
2. Gratuity applicable as per the Act
3. Income tax applicable as Tax Slabs
4. Salary & position approval from Dr. Shibaji Chattopadhyaya, RCOO

Approved
Dr. Shibaji Chattopadhyaya

Accepted
Saiyada Nausheen Ali

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

OFFER LETTER

To
Ms. Sneha Maji
Barddhaman, West Bengal.

Aug 02nd, 2025

Dear **Ms. Sneha,**

Sub: Offer for the position of **Executive Trainee – Operations Department.**

With reference to your application and the subsequent interview, we are pleased to offer you the above position at **KIMS Splendid, Kompally.** Your remuneration would be **Rs. 5,25,600/- (Rupees Five Lakhs Twenty Five Thousand Six Hundred Only)** per annum. You will be reporting to Unit Head – KIMS Splendid Hospitals, Kompally.

The detailed terms of Appointment will be issued on the day of reporting at the time of joining.

You are informed to report for duty on or before **August 18th, 2025**, failing which it shall be presumed that you are not interested in the offer made to you and consequently, the Letter of Offer shall stand irrevocably withdrawn/ canceled without any further reference to you.

We take this opportunity to extend to you, a warm welcome to our Organization and look forward for a mutually rewarding and enriching association.

You may give your consent via signed copy of the offer / reply to this email and confirm the date of joining.

Note: You are informed to keep your scanned copies of documents ready, we will be sharing an On-Boarding link through adrenalin shortly. You will have to upload the documents as per the checklist on the link. Checklist will enclose with your offer letter.

For KIMS Splendid

Dr. Shibaji Chattopadhyaya
RCOO
(Authorized Signatory)

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Splendid Hospitals Private Limited
2, Medchal Road, NCL Colony, Kompally, Hyderabad, Telangana, India.
Regd Off.: Plot No.339/340, Road No.4, Remedy Hospitals KPHB Colony, Kukatpally, Hyderabad-500072, Telangana, India.
Email.colab@splendidhospitals.com | Ph: +91 9059576868
CIN: U85100TG2022PTC166807

KIMS Splendid		
CTC Annexure		
Name:	Ms. Sneha Maji	
Designation:	Executive Trainee	
Grade:	TR01	
Department :	Operations	
Unit:	Kompally	
Components	Monthly	Per Annum
Gross Components (A)		
Stipend	43,800	5,25,600
Total Gross (A)	43,800	5,25,600
Statutory Components (B)		
Providend Fund Employer's Contribution (12% of 15000 Basic)	0	0
ESIC		
Total Statutory Components (B)	0	0
Fixed CTC (A+B)	43,800	5,25,600
Performance Linked Incentive - Annually		
Total CTC (Fixed + PLI)		5,25,600
Deductions		
PF (Employees share of 12%)	0	0
ESIC	0	0
Professional Tax	200	2,400
Net Pay	43,600	5,23,200

Note:

1. PF Contribution will be Optional slabbed at 15,000
2. Gratuity applicable as per the Act
3. Income tax applicable as Tax Slabs
4. Salary & position approval from Dr. Shibaji Chattopadhyaya, RCOO

Approved
Dr. Shibaji Chattopadhyaya

Accepted
Sneha Maji

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Outlook

LOI

From Shiladitya Biswas <shiladitya.biswas@indegene.com>
Date Wed 7/16/2025 10:39 AM
To Aishwarya Pundir <aishwarya.hm28@iihmr.in>
Cc Elysha Chris Barretto <elysha.barretto@indegene.com>; Sanganagouda Biradar <sanganagouda.b@indegene.com>; Shiladitya Biswas <shiladitya.biswas@indegene.com>

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Requisition ID # 7558C

Resume ID # 1272909 **July 16, 2025**

To,
Aishwarya Pundir ,
Banjarawala Dehradun

Dear AishwaryaC ,

Congratulations! You have been selected for the apprenticeship training with Indegene Limited.

The process of joining as Apprentice involves registration on the Government portal, followed by release of a contract letter of Apprenticeship training and subsequently acceptance of the contract from the candidate.

The process shared above may take 1- 2 week to get completed, however your training will commence on the date of joining Indegene. During this period, respectively from Indegene hiring team will maintain regular communication with you to facilitate closure of registration process and to answer any query which you may have.

We would also like to inform you that as part of your engagement with Indegene as Apprentice, you will be eligible to receive a monthly stipend (details shared below) and some of the benefits, details of which will be communicated separately at time of joining, which are offered for this program.

Monthly Stipend – 44333

We thank you for showing interest in the position of Apprentice at Indegene and look forward to an early joining.

With best wishes,

Bina Patil
Vice President – Human Resources

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Placements

From: Elysha Barretto (TAG) <elysha.barretto@indegene.com>
Sent: 25 June 2025 05:51 PM
To: Placements; Vinod Tejwani
Cc: Sanganagouda B (TAG); Shiladitya Biswas
Subject: Re: Indegene Campus Invitation | Project Associate
Attachments: Indegene JD_Project Associate.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Vinod,

Resending the Project Associate JD. Please have all interested candidates to register in the link below.

Thank you!

Regards,
Elysha Barretto

From: Elysha Barretto (TAG)
Sent: Wednesday, June 25, 2025 3:57:37 PM
To: Placements <placements@iihmr.edu.in>
Cc: Sanganagouda B (TAG) sanganagouda.b@indegene.com; Shiladitya Biswas shiladitya.biswas@Indegene.com
Subject: Indegene Campus Invitation | Project Associate



Dear Team,

It was pleasure connecting with you over the call,

We hope this email finds you well!

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

We are excited to express our interest in recruiting **MBA** graduates from **IIHRM University** as a part of our Campus Program for 2025..

Why join us:

We are a technology-led healthcare solutions provider. We are driven by our purpose to enable healthcare organizations be future ready. We offer accelerated, global growth opportunities for talent that's bold, industrious and nimble. With Indegene, you gain a unique career experience that celebrates entrepreneurship, and is guided by passion, innovation, collaboration and empathy. To explore exciting opportunities at the convergence of healthcare and technology, check out www.careers.indegene.com

Who we are looking for:

Our company information and the detailed job description are attached herewith. Here's a snapshot though, for your quick reference:

- Role: **Program Associate (A3)**
- CTC: [As applicable]: **6.00 Lacs p.a. Candidate will have to join the apprentice program for 1 year**

What's in store:

The evaluation process will consist of 3 elimination rounds:

Pre – Placement Talk will be conducted on Friday 27th April for all students interested to join Indegene. (please confirm the timeslot)

1. **Resume Shortlisting:** For candidates to shine a spotlight on their talent- we'd be looking for sparks that set them apart
2. **Assignment:** Technical Assessment (English & Data Interpretation – MCQ & Case study)
3. **Technical Interview:** Interview will be based on checking technical acumen, Problem-Solving and Decision-Making, Team Leadership and Collaboration. They will have the opportunity to discuss with our Hiring managers about the role and career plans.
4. **HR Interview:** Where candidates' personal values, personality traits, and professional aspirations take centre-stage in our evaluation of their culture-fit with our organization

Let's get going:

Interested candidates could confirm their application at Link:
https://career44.sapsf.com/sfcareer/jobreqcareerpvt?jobId=7558&company=indegenepr&st=C8D19A84508C638CA9A8799FC14973A1A00B8761

We look forward to an enthusiastic response from the batch. Should you have any questions or require additional information, please do not hesitate to contact us:

- POC 1: Elysha Barretto (elysha.barretto@indegene.com)
- POC 2: Sanganagouda.B (sanganagouda.b@indegene.com)
- POC 2: Shiladitya Biswas (shiladitya.biswas@indegene.com)

Thanks & Regards,
Campus Team

www.indegene.com

Disclaimer: This email (including any attachments) contains information, which is confidential and may be subject to legal privilege. If you are not the intended recipient, you must not use, distribute, or copy this email. If you have received this email in error, please notify the sender immediately and delete this. Any views expressed in this mail are not necessarily the views of Indegene. Thank you.

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Sanganer Airport, Jaipur-302029

SRI KANCHI KAMAKOTI MEDICAL TRUST
SANKARA EYE FOUNDATION, INDIA

BOARD OF TRUSTEES
Dr.S.V. Balasubramaniam - Chairman
Dr.R.V. Ramani - Founder & Managing Trustee
Padma Shri Awardee
Dr.P.G. Viswanathan | Dr.S.R. Rao | Dr.S. Balasubramanian | Sri.M.N. Padmanabhan | Sri.J.M. Chanrai | Mrs. Seetha Chandrasekar | Ms. Rekha Jhunjhunwala

01st March 2025

Ms. Samidha Karmakar
Ward No 38,Siliguri (M.Corp),
Rabindra Sarani, Jalpaiguri,
West Bengal, 734006

Sub: Offer Letter

Dear Ms. Samidha Karmakar

Welcome to the Sankara Family!!!

Congratulations! You are selected to undergo Internship at Sankara from 17th **March 2025**. During this period you will be positioned as **"Intern"** at **Mission Head Quarters, Coimbatore**.

- You shall be paid a monthly stipend of **Rs. 20,000/- (Rupees Twenty Thousand Only)** per month with applicable deductions.
- You will not be eligible for any leave during your internship period.
- Only on successful completion of Internship you will be eligible for Completion Certificate.
- On successful completion of internship, you will be absorbed as **"Management Trainee"** for a period of one year with a stipend of **Rs. 45,000/- (Rupees Forty Five Thousand Only)** and continue to report at **Mission Head Quarters, Coimbatore**.
- During Training period you will be eligible for one day Trainee leave per month.
- You shall report to **Ms. Srini Karthikeyan, CPO, Sankara Eye Foundation, India** during **Internship period**
- Your Internship and Training will involve Travel to other unit hospitals. (Travel Policy applicable- travel tickets & accommodation during travel will be borne by SEF, India).
- You may be transferred to other locations during Training period.

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On the date of joining you are requested to bring

- ✓ Three Passport- size photographs.

Also carry the Originals and photocopies of the following documents:

- ✓ Educational certificates and Mark sheets.
- ✓ Medical Fitness Certificates.
- ✓ PAN Card, Residential Proof and Aadhaar Card.

Submission of the documents mentioned above is mandatory on the Date of Joining.
This Offer of employment is subject to us receiving:

- ✓ Conduct Certificate from your Institution.
- ✓ Documentary evidence of your academic qualifications.

In this process of verification, during your tenure with us, if there are confirmed unfavourable reports of your past experience, banking transactions or social standing your services shall be dis-continued with immediate effect.

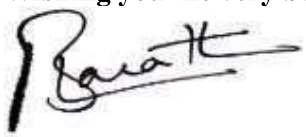
(1) Your Training period with Sankara Eye Foundation, India can be discontinued by either side by giving **30 days/1 calendar month** notice or **one month** stipend in lieu of notice without assigning any reason on either side.

(2) In the event of discontinuation of your services with Sankara Eye Foundation, India before completion of 36 months of services, you shall compensate SEF, India with one and half months salary on pro-rata basis in addition to clause (1) towards training expenditure incurred by the hospital for providing specialized training, this is stated without prejudice to the other right and remedies open to the SEF, India.

Please validate your acceptance immediately on receipt of this mail. Receiving no response within two days from your end will invalidate the offer granted to you.

Our journey together will certainly be inspiring, challenging, rewarding and satisfying.

Wishing you the very best



Bharath Balasubramaniam
President Sankara Eye Hospital
****Kindly acknowledge your acceptance of the terms and conditions by signing this letter and returning a copy at the earliest.****



EMPLOYMENT CONTRACT

Between

Enira Consulting Private Limited……(Employer)

And

Vedanshi Sharma……(Associate)

The Employment Agreement (the 'Agreement') is hereby executed on **1st June 2025**.

BACKGROUND TO THE CONTRACT:

1. It is the belief of the Employer that the Associate possesses those skills, qualifications and abilities necessary to contribute to and further the aims of the Employers business.

2. Both the Employer and Associate accept the terms and conditions set forth hereby in this Agreement.

IN CONSIDERATION OF THE mutual benefits and responsibilities specified in this Agreement, the receipt and sufficiency of which consideration is hereby acknowledged, both parties to this Agreement agree as follows:

COMMENCEMENT DATE AND TERMS:

1. The Associate will commence full time Employment with the employer on **1st June 2025** ('the Commencement Date') in offline mode.

2. There will be a mandatory probation period of **30 days** which shall start from the Commencement Date. At any time during the Probation Period, the Employer shall have the right to terminate the Associate without notice. In such event, the compensation Associate will receive will be the salary accrued for the time of work completed prior to termination.

3. At the end of the probation period, based on the Associate's performance, continuation into permanent Employment structure will depend on the employer's evaluation and ability.

4. The Employment period can be extended further at the will of both parties. Such will may be express or implied. The Employer and Associate recognize that certain conditions set out in this Agreement will survive past termination of Employment.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

POSITION AND DUTIES:

1. The Employer agrees to hire the Associate and the Associate agrees to be employed subject to the terms and conditions stipulated in this Agreement.

2. It shall be the duty of the Associate to carry out all the legitimate and lawful tasks and obligations assigned by the Employer. Such duties may include but are not limited to duties performed by one in such a position, employed by a business or organization like that of the Employer. Associate shall perform duties as detailed in the Job Description attached herein at Annexure 2.

3. It shall be the duty of the Associate to manage the affairs and day today actions of the Managers during their Employment.

4. The Associate is duty bound to work to accomplish individual targets as set by the Board and mentioned in the Associate manual and that failure to do so will amount to reconsideration of further Employment and that such a decision shall be taken by the Board of Directors.

5. The Associate will perform his duties in a careful and prudent manner, always conducting himself in the most diligent way possible so as to maintain and improve the reputation and interests of the employer.

6. The Associate agrees to truthfully make and maintain such reports as the Employer may reasonably require. Additionally, the Associate agrees to make available to the Employer. Any and all information derived from his Employment which shall be beneficial to the Employer.

7. The Associate agrees to adhere to the Employer's policies, rules, and practices. These may include but are not limited to, such issues as work schedules, sick leaves, leaves of absence and vacation time. Furthermore, it is acknowledged that these policies maybe modified from time to time as dictated by the Employer's business needs. In such an event, reasonable notice will be given to the Associate in compliance with this Agreement.

ASSOCIATE COMPENSATION:

1. In consideration of the Associate's duties as outlined in this Agreement, the Employer will pay the Associate an amount equivalent to the sum of **Rs.45,000 (CTC)** per month. This compensation will be payable on the last day of each month while this Agreement is in force. The Associate recognizes that the Employer may be required by the laws of India to deduct any applicable fees or remittances from the Associate's compensation. This compensation component includes the taxes to be paid by the Associate by way of income

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tax and the Associate shall be making necessary arrangements for the same as he/she sees fit.

The salary details of the Associate have been provided in the Annexure 1.

2. The Associate accepts that the compensation as set forth in this Agreement will be the sole monetary compensation provided by the Employer as consideration and compensation for services, duties and obligations performed by the Associate as outlined in this Agreement.

3. The Associate understands and accepts that any additional compensation through bonus payments or otherwise, is entirely at the Employer's discretion. The Associate will not hold any right to additional compensation by reason of the Associate's Employment pursuant to this Agreement.

4. The parties agree that the Associate will be permitted a reasonable degree of flexibility with respect to the work hours.

5. All funds in the Associate's possession belonging to the Employer shall be delivered or transmitted daily to the Employer's designated bank account or to the Employer's designated manager unless the Associate is otherwise directed in writing or by directed in writing or by direct communication from his or her immediate supervisor.

ASSOCIATE BENEFITS:

1. Benefits received by the Associate are at the sole discretion of the Employer, and maybe changed by providing 15 days written notice of the changes to the Associate. The Associate will not be compensated should such changes occur.

2. If any action of the Associate during his Employment while the tenure of the contract is still going on commits an action which is not in consonance with the clauses of this Agreement, he shall be liable for the breach of contract.

3. The Associate in no circumstance shall reveal or disclose any such information to which he is privy due to his affiliation to the company to any such person, organization, institution or otherwise who may gain profits from such information.

4. The Associate shall also not use any information which belongs to the company for his own benefit, if failing, shall be liable to pay damages to the Employer, the quantum of which shall be decided as per the facts and circumstances of the breach and the law in force.

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5. On the basis of performance of Associate during the Employment, full time employment may be offered by the Employer.

CONDUCT:

1. During the operation of this Agreement whereby the Associate is under the services of the Employer, the Associate is not permitted to carry on any business or profession or enter, for any part of your time in any capacity, the services of, or be employed by or engaged with any firm, company, or person. The Associate shall devote his entire time and attention towards the performance of his duties in the furtherance of this Agreement to promote the interest of the Employer. He shall also not divulge details such as his compensation structure (CTC), performance rating, performance bonus amount, increment etc. to any firm, company or person. He shall also not divulge any of the Company's secrets or other related information (which he may possess because of his association with the Employer) with any external agencies, press, etc. Any act in the breach of this term would entail initiation of appropriate action as deemed fit by the Employer. Any instances of violation or any attempted violation of the aforesaid will result in the termination of the contract.

2. During his/her Employment, the Associate cannot be a member of any anti-social/ anti-national outfits which is declared illegal by the current law of the country.

3. As soon as a person joins the services of the Employer, he shall be required to notify immediately, the details of civil or criminal case/s instituted against him in any Court of Law or any complaint, show cause notice, details of prosecution, or any inquiry with/by any Police Station or by any statutory authority along with the outcome such as filing of a Chargesheet, arrest, conviction, acquittal or discharge. The Employer expects a peaceful resolution of issues relating to Employment, if any, within the framework Associate, at all times during the course of operation of this Agreement and even after the cessation of service due to any reason whatsoever, any attempt to influence from outside to further his own personal and individual interests in respect of matters pertaining to your services with the Company would amount to breach of Employment.

4. During his Employment, the Associate shall not be a part of any agitation or demonstration against the Employer Company and its official/s either directly or indirectly.

5. The Associate, during his Employment, if required, can engage with the government (centre or state) or any of its officials for the completion of projects in the manner prescribed by law.

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The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

NOTICE PERIOD:

1. In case the Associate decides to leave the Employer's services during the probation period, the Associate shall be required to give a **fifteen days' notice.** The Employer in its sole discretion can decide to waive-off/reduce depending upon the situation. In any such case, the Associate shall be required to pay the Employer the gross salary for the notice period so reduced/waived-off. In case, the Associate decides to leave the Employer's services after confirmation, he shall be required to give a **sixty days' notice**. In such a case, the Agreement shall be terminated on payment of thirty days' gross salary in lieu of the notice period.

JOINING COMPETITOR:

1. In the event of termination of his services either by the Employer or upon his resignation, the Associate shall not provide his services in any capacity to any individual, Firm, Company or any such organization for a period of **six months** from the date of resignation or termination of his services. During the course of Employment with the company or in the event of cessation of his services in future, due to any reason whatsoever, he shall, for a period of six months from the date of such cessation, directly or indirectly, either on his own accord or on behalf of or in conjunction with any other person/s, firm or Company refrain/desist from canvassing or soliciting or attempting to or inducing any Associate(s)/business associates to leave their current Employment with the Company/Group Companies/Business Partners to join the services of your new Employer/Firm/Company or any other competitor of the Company/Group Companies/Business Partners. Any act in contravention of the above provision shall entail the initiation of appropriate action as deemed fit by the Company.

ANNEXURE 1.

Salary Structure for Associate

CTC per month (In Rupees)	45,000

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

ANNEXURE 2.

Job Description: Strategy Research & Business Development Associate

1. Position: Strategy Research & Business Development Associate
2. Location: New Delhi
3. Type: Full-time Employment

About Enira

Enira is a leading healthcare strategy and consultancy firm focused on delivering innovative solutions in health-tech, Insurtech, AI diagnostics, and public-private partnerships. Our work spans healthcare, technology, and business development, driving transformative change for clients globally.

Role Overview

We are seeking a proactive and enthusiastic Associate to join our Strategy, Research & Business Development team. The selected candidate will work closely with the Partner and cross-functional teams to lead research, conduct market assessments, and contribute to strategic documentation and business development initiatives. This role offers hands-on experience in strategy formulation, client interaction, and the execution of growth-oriented activities.

Key Responsibilities

Research & Market Intelligence

1. Conduct in-depth primary and secondary research on markets, trends, and industries—particularly in healthcare and technology.
2. Analyze market opportunities, competitive landscapes, and potential growth strategies for clients and internal projects.
3. Monitor emerging trends in digital health, AI in diagnostics, healthtech, and related domains.

Strategic Document Development

1. Assist in developing research reports, industry assessments, strategic roadmaps, and executive summaries under the guidance of the Partner.
2. Create compelling content, visualizations, and illustrations to effectively communicate research insights and strategic ideas.
3. Contribute to the preparation of client-facing strategy documents on market entry, expansion, and innovation pathways.

Client Engagement & Representation

1. Represent Enira during client meetings, industry events, and networking sessions, supporting relationship building and strategic discussions.

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2. Collaborate in brainstorming and cross-functional group discussions to explore innovative solutions and client synergies.

Presentation & Communication

1. Develop high-quality presentations for internal and external stakeholders, ensuring content clarity and professional design.
2. Support proposal writing, pitch decks, and thought leadership articles for business development purposes.

Business Development & Lead Nurturing

1. Research and identify new business opportunities, industry trends, and potential client leads.
2. Assist in the development of proposals, concept notes, and strategic outreach plans.
3. Collaborate with leadership to convert leads into long-term partnerships.

Additional Role Insight

This position also includes responsibilities aligned with the Strategy & Advisory team, where the Associate will work on varied healthcare projects.

Key Tasks:

1. Support engagements across digital health, health tech, and Insurtech.
2. Conduct industry research and competitive landscape analysis.
3. Develop innovative strategies for client positioning and market advantage.
4. Collaborate across teams for execution, reporting, and client delivery.
5. Participate in client workshops, review meetings, and implementation monitoring.

Qualifications:

1. Currently pursuing or recently completed a degree in Business, Healthcare, Marketing, or related fields.
2. Strong research and analytical skills with a keen eye for detail.
3. Excellent verbal and written communication skills.
4. Proficiency in Microsoft Office (Word, PowerPoint, Excel) and content creation tools.
5. Ability to multitask and work efficiently in a fast-paced environment.
6. Passion for healthcare and technology is a plus.

Benefits:

1. Exposure to cutting-edge healthcare innovations and strategic projects.
2. Mentorship and guidance from industry professionals.
3. Networking opportunities at client meetings and industry events.
4. Opportunity to work on impactful projects in a global healthcare environment.

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Enira Consulting Private Limited

CIN: U4140GJ2019PTC108479

We welcome you to Enira Consulting Pvt Ltd and wish you a successful Employment with us.



Sabine Kapasi

CEO & Managing Director

Duly Accepted by: **Vedanshi Sharma**
Signature:

_____
Name: Vedanshi Sharma
Date: 1st June 2025

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N Satheeshkanna

From: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>
Sent: 13 August 2025 07:36 PM
To: N Satheeshkanna
Cc: Anita Thapa
Subject: RE: EXTERNAL: RE: Students Profile_ IIHMR-Jaipur for PMO

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

One more quick update. The CTC will be: 5.5L pa(first 6months) and 7th month onwards it'll be 6L pa

Sneha Toshniwal | Senior Lead - HR
SToshniwal@primehealthcare.com

From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent: Wednesday, August 13, 2025 5:19 PM
To: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>
Cc: Anita Thapa <anitathapa@iihmr.edu.in>
Subject: FW: EXTERNAL: RE: Students Profile_ IIHMR-Jaipur for PMO

Dear Sneha,

As required, I am sharing the Aadhaar and PAN card copies of the selected students with this mail for your kind perusal.

Thanks & Regards,

N. Satheeshkanna,

From: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>
Sent: 13 August 2025 14:53
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: Anita Thapa <anitathapa@iihmr.edu.in>; Sakshi Pawar <sakshipawar@iihmr.edu.in>
Subject: RE: EXTERNAL: RE: Students Profile_ IIHMR-Jaipur for PMO

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Thank you, Satheesh for the update.

Till that time can you please ask them to share the pan and aadhar card details over an email.

Sneha Toshniwal | Senior Lead - HR
SToshniwal@primehealthcare.com

From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent: Wednesday, August 13, 2025 10:33 AM
To: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>

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Cc: Anita Thapa <anitathapa@iihmr.edu.in>; Sakshi Pawar <sakshipawar@iihmr.edu.in>
Subject: RE: EXTERNAL: RE: Students Profile_ IIHMR-Jaipur for PMO

Dear Sneha,

Greetings of the day!!!

Referring to the trail mail and our discussion with the listed students, I would like to inform you that, except for **Kalva Dharani**, all the others have accepted the shift timings.

Kindly proceed further and share the offer letters. Additionally, these candidates can also join from **1st Sept.** along with **Shilpa**.

This is for your kind information.

Thanks & Regards,

N. Satheeshkanna,
Sr. Manager - Placements

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: satheeshkanna@iihmr.edu.in| **W:** www.iihmr.edu.in
M: +91 978-245-3035 | **P:** +91 141 3924700 (455)

Go Green: - Please do not print this email unless it is necessary. Every unprinted email helps the environment

From: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>
Sent: 12 August 2025 05:08 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: RE: EXTERNAL: RE: Students Profile_ IIHMR-Jaipur for PMO

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello Satheesh,

All the below students have been shortlisted, but the shift timing remains 5.30pm to 2.30am. Please talk to them and let me know on the same. Basis on the confirmation I shall work on the next steps.

Sr. No.	Students Name	Remarks
1	Kalva Dharani	Selected
2	Nagar Prachi Natwarlal	Selected
3	Sonam Kumari	Selected
4	Taruna Sharma	Selected
5	Sakshi	Selected
6	Ritika Ritesh Jaiswal	Selected
7	Shah Riyaben Rakeshkumar	Selected
8	Naware Bhawana Prakash	Selected

Sneha Toshniwal | Senior Lead - HR
SToshniwal@primehealthcare.com

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From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent: Monday, August 4, 2025 1:11 PM
To: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>
Subject: EXTERNAL: RE: Students Profile_ IIHMR-Jaipur for PMO

Hi,

As discussed, I would like to share the remaining students from the list below:

Sr. No.	Students Name	Remarks
1	Kalva Dharani	Available & Applied for both Positions
2	Nagar Prachi Natwarlal	Available & Applied for both Positions
3	Sonam Kumari	Available & Applied for both Positions
4	Taruna Sharma	Available & Applied for both Positions
5	Sakshi	Available & Applied for both Positions
6	Ritika Ritesh Jaiswal	Available & Applied for previous Position
7	Krishna P Menon	Available & Applied for previous Position
8	Shah Riyaben Rakeshkumar	Available & Applied for previous Position
9	Naware Bhawana Prakash	Available & Applied for previous Position

The remaining candidates have been placed with other organizations; hence, I request you not to consider them for the ongoing placement process.

Please let me know if you need any further details.

Thanks & Regards,

IIHMR UNIVERSITY

N. Satheeshkanna,
Sr. Manager - Placements

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: satheeshkanna@iihmr.edu.in| **W:** www.iihmr.edu.in
M: +91 978-245-3035 | **P:** +91 141 3924700 (455)

Go Green: - Please do not print this email unless it is necessary. Every unprinted email helps the environment

From: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>
Sent: 04 August 2025 12:37 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: FW: Students Profile_ IIHMR-Jaipur for PMO

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Are these students available for an interview for the attached opening.

Sneha Toshniwal | Senior Lead - HR
SToshniwal@primehealthcare.com

From: Ashwini Parmar (PMT) <AParmar7@primehealthcare.com>
Sent: Friday, August 1, 2025 2:41 PM
To: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>

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Cc: Sridevi Menon (PMT) <SMenon@primehealthcare.com>
Subject: RE: Students Profile_ IIHMR-Jaipur for PMO

Sneha,

Let's schedule interviews the below candidates. I assume they all have done PG.

Name
Ritika Jaiswal
Riya Shekhawat
Sayali Bhalerao
Shilpa Mitra
Swarna Dipti
Aishwarya Pundir
Kalva Dharani
Krishna P Menon
Megha Gupta
Prachi Nagar
Shah Riyaben R.
Shrey Mahajan
Shubhi Mishra
Sonam Kumari
Taruna Sharma
Sakshi
Sanjay Sahu
Bhawana Prakash Naware

Ashwini Parmar | Associate Director – PIIC
T 909-657-5800 Ext: 6044 | M +91 987-953-6273
AParmar7@primehealthcare.com

From: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>
Sent: Friday, August 1, 2025 12:28 PM
To: Ashwini Parmar (PMT) <AParmar7@primehealthcare.com>
Cc: Sridevi Menon (PMT) <SMenon@primehealthcare.com>
Subject: FW: Students Profile_ IIHMR-Jaipur for PMO

Hello,

Please find the attached profiles.

Sneha Toshniwal | Senior Lead - HR
SToshniwal@primehealthcare.com

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From: Sneha Toshniwal (PMT)
Sent: Wednesday, June 25, 2025 6:22 PM
To: Nishita Avula (PMT) <NAvula2@primehealthcare.com>; Sahana Kilaru (PMT) <SKilaru@primehealthcare.com>
Cc: Balakrishna Mungara (PMT) <BMungara@primehealthcare.com>; Sridevi Menon (PMT) <SMenon@primehealthcare.com>
Subject: Students Profile_ IIHMR-Jaipur for PMO

Hello Nishita/Sahana

Attached are the resumes that we have received from IIHMR-Jaipur for PMO.

Pls let me know on the next steps.

Sneha Toshniwal | Senior Lead - HR
SToshniwal@primehealthcare.com

The information contained in this email may be confidential and/or legally privileged, including HIPAA Protected Health Information or information that is proprietary or trade secret. It has been sent for the sole use of the intended recipient(s). If you are not the intended recipient, you are hereby notified that any unauthorized review, use, disclosure, dissemination, distribution, or copying of this communication is strictly prohibited. If you received this communication in error, please inform the sender and destroy all copies of the message. The organization accepts no liability for any damage caused by transmittance of this email. Thank you.

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Research Private Limited

Corporate office: Level 1, Tower B-5,
SEZ, Magarpatta City,
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Date: 03-Feb-25

To,
Aishwarya Naresh Rajopadhye
A-202, Ananat Rukmini Karvenagar, Near Tathwade Graden, Pune, Maharashtra-411052

Dear Aishwarya,

We are pleased to offer you the role of **Management Trainee** with **MarketsandMarkets Research Pvt. Ltd.** You will be part of the MarketsandMarkets team with an anticipated start date of **03-Feb-25.**

The key terms and conditions of employment are as set out in this letter:

Location of work
Your initial place of work will be **Pune,** However, your services are transferable, and you may be assigned, after reasonable notice, to any location in India or abroad where MarketsandMarkets conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

Full time employment
Upon successful completion of your education degree, you will become Research Associate (a full-time employee) until then you will be treated as a **Management Trainee**.

You would not be directly or indirectly involved in any other form of employment apart from MarketsandMarkets during your tenure. Any such deviation/request must be routed through the Head of HR for approval.

Probation Period :
You will be on probation for a period of 6 Months.

Compensation

Management Trainee
You will draw a Monthly Gross Salary of INR 30,000. For Salary break up please Refer **Annexure B**.

Research Associate (Refer Annexure C) – Fulltime Employee
Once you are moved to the role of an Associate, your revised compensation will be INR 5,50,000 Per Annum of which your fixed component will be INR 5,00,000 Per Annum and your variable component will be INR 50,000 (to be paid on Monthly basis on pro-rata), the breakup of which is given in Annexure B.

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The salary structure in the offer is as per the current employment and compensation structure of the Organization and will be governed in due course by the relevant policies of the Company as may be in force from time to time and subject to deductions under applicable laws as may be in force from time to time.

Variable Structure

The variable performance bonus is based on your performance in line with the goals and objectives defined by the Company for your role as also the Company's performance overall and any criteria as may be laid down by the company in its policies from time to time. Relevant details pertaining to the prevailing variable scheme shall be communicated to you once you join the Organization.

Service Agreement

As discussed, agreed and acknowledged by you during the time of interview; upon joining, you will be required to sign a service agreement which is for a period of 18 months and you will be liable to pay the Company an amount equivalent to INR 1,00,000 as penalty if you do not complete 18 months period. The details of which will be included in the Service Agreement.

Relocation

To assist with your relocation, you will be eligible for a relocation amount to an upper limit of **Rs 5,000**. In addition to this Company will provide lodging for 7 days. Such relocation amount can be claimed only upon submission of the Original receipts/bills and Original boarding pass and such reimbursement must be claimed within 1 year from the Date of Joining. Non-compliance of the above may result in non-reimbursement of the relocation expenses.

If you voluntarily resign from the Company within 12 months of your Date of Joining, the relocation amount in full shall be reimbursed by you immediately failing which the Company shall be entitled to such remedies or recourses as available under law.

Insurance

The company offers a medical Insurance scheme through its empaneled Insurance partners covering hospitalization expenses of upto **INR 2,00,000** as governed by the terms of such scheme and policy document which will be made available to you once you join the Organization.

Background checks

The Company shall be entitled, at its discretion, to conduct reference and / or background checks as per Company policy and this offer is conditional upon the result of such checks. In the event the results of such checks are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer / or terminate employment at any time.

Office Hours

You are required to work in according to the time schedule for the **APAC/EU Geography** being assigned to you. In all cases, the expectation is 9 hours of login time which includes an hour's break. You may also need to stretch as per the business needs.

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Reporting Structure

Your immediate reporting will be to the **Senior Analyst/Team Lead** or anyone delegated by **Manager -Research/Domain Head in Future**

Copyright and Disclosure

During the period of your Job with the Company, you shall be liable to disclose all copyright works or designs originated, conceived, written, or made by you or in which you have participated with others, either on completion or in marketable form, promptly when required by the company. All rights and copyrights of the work / material you produce either at the company's premises or elsewhere shall belong to the company.

During the course of your engagement confidential information will/ may be made available to you, which must not be given out or used outside. In the event of termination of engagement, whether voluntary or involuntary, this information should not be disclosed, used or exploited by you with any other individual, company or service.

Termination of employment while on probation

Without prejudice as per the current terms of the offer, either party can terminate the employment by issuing a notice to the other of Two Months while the employee is in a probationary phase with the Organization. The notice clause applicable once the employee is confirmed with the Organization shall depend on the role and job level of the employee and is detailed in the Appointment letter which the employee is expected to sign as part of his/her appointment with the Organization. The Company reserves the right to refuse reimbursement of notice period from the employee and can insist that the employee serve the full notice period which the employee is obligated to do. The employment may also be terminated by the Company without notice for cause including but not limited to failure to perform duties, willful dishonesty, fraud, disobedience, poor performance, disorderly behavior, negligence, indiscipline, unauthorized absence from duty, conviction by any court of law, etc. Termination of employment and consequences of termination shall be governed by the applicable clauses as contained in the employment agreement.

General

This letter shall be construed to be a mere invitation to offer ("Offer Letter") and the acceptance of this Offer Letter is not to be considered to be a binding contract guaranteeing employment for any specific duration. The Company reserves the right to vary or alter the terms and conditions of this Offer Letter and the right to revoke this Offer Letter without cause and without notice period of such revocation upto any time prior to the Date of Joining.

You are bound to abide and adhere to the policies, rules and regulations enforced by the company from time to time including those related to conduct, discipline, benefits, salary review, retirement and any other matters as though these rules, regulations and orders were a part of the agreement. Such policies rules and regulations may be subjected to alteration and amendment at The Company Name's own discretion by the management.

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Non-Competition and Non-Solicitation

For a period of 2 years after the termination of your employment with the Company, you will not directly or indirectly be associated with, manage or advise a Company or firm that is in the same business as the company, unless with the specific written approval of the Company.

After termination of your employment with the Company, you agree not to hire the services of any individual employed with the Company, either on permanent or a temporary basis, to directly promote the business of any new Company or concern you may be associated with for a period of six months from the date of exit.

On the Date of Joining, you will be required to execute the Company's standard non-disclosure and inventions assignment agreements, the Company's standard employment agreements and such other documents as may be required by the Company's policies in force at such time.

Governing law

This Contract shall be governed, interpreted and enforced by and in accordance with the laws of India.

Roles and Responsibilities:

- Conduct market research, using both systematic and intuitive research techniques, on new high growth technologies and products within an industry vertical to meet unmet needs of the market.
- Perform secondary research to build the analytical sections within each report and to identify data-points / market trends that would validate the market data against internal databases.
- Undertake primary research activities, such as identifying interview participants, developing contacts, and participating in interviews to generate quantitative and qualitative insights.
- Follow the table of content to complete the in-depth market assessment for individual Micro and Macro markets.
- Contribute to market engineering by assessing current market size and building forecast models for micro and macro markets across North America, Europe, APAC, and ROW
- Contribute to competitive intelligence sections in research studies by analyzing the key market players, their strategies, and their product portfolios.
- Analyze market shares of the top leaders & provide critical argument on the future leaders.
- Co-ordinate with senior research analyst/analyst and other members of the team to complete assigned tasks.

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MarketsandMarkets
Research Private Limited

Corporate office: Level 1, Tower B-5,
SEZ, Magarpatta City,
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Acceptance of our offer

Please acknowledge a copy of this Offer Letter as a token of your acceptance within **next two working days**, failing which this Offer Letter shall stand terminated automatically. Any inability on your part due to any reason whatsoever to join the Company on or before the Date of Joining should be reported to the contact persons as mentioned in **Annexure A, failing which the Company shall have the right to withdraw this Offer Letter at its discretion.**

The Company is excited about your joining and looks forward to a beneficial and productive relationship.

Sincerely,



_____

Dhara Shah
Vice President - Human Resources
On behalf of MarketsandMarkets Research Pvt Ltd

Declaration

I have carefully read and understood the terms of this agreement /offer letter including Annexure 1 and Annexure 2 and accept the same unconditionally. I agree to be bound by rules and regulations of the company as may be amended from time to time.

Agreed to and accepted:

_____	_____	_____
Aishwarya Naresh Rajopadhye	**Signature**	**Date**

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Annexure A

Documents required at the time of joining

We request you to submit copies of the following documents:

a. Resume/CV copy
b. Copy of X, XII, Graduation, PG Degree / Diploma / other qualification Certificates / Degree
c. Identity & Address Proof : Driver's license / Election ID Card
d. Service certificates / Relieving letter of the last employer (if employed previously)
e. Passport
f. Latest salary slip [for last three months]
g. 1 cancelled cheque of any bank, saving account's in your name
h. Experience certificates (from at least previous 2 employers)
i. Copy of PAN Card and Aadhar Card
j. Copy of TDS certificate/Form 16 of previous employer
k. Your appointment letter at your last company and also all the subsequent compensation review letters, if any.
l. Particulars of blood group and any medical allergies
m. Recent passport sized photographs (five nos)

The Company reserves the right to request for any additional documents to be submitted along with the above on the Date of Joining or at any time during the term of employment

Contact Person:

- Bhumika Naik
  +91-9890066005
  bhumika.naik@marketsandmarkets.com
  hrops@marketsandmarkets.com

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Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Annexure B : Management Trainee

Name	**Aishwarya Naresh Rajopadhye**	
Designation	**Management Trainee**	
Date of Joining	**03-Feb-25**	
CTC	**3,90,300**	
COMPONENTS	**Monthly (Rs.)**	**Annual (Rs.)**
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
LTC/LTA	0	0
Special Allowance	9,003	1,08,036
Sub Total (A)	**30,003**	**3,60,036**
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Education Allowance	0	0
Hostel Allowance	0	0
Food Allow/Meal Vouchers	0	0
Academic Allowance	0	0
Uniform Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
Total Allowances (B)	**0**	**0**
Total Gross Salary(C=A+B)	**30,003**	**3,60,036**
P.F.(Employer contribution)	1,800	21,600
E.S.I. (Employer contribution)	0	0
Gratuity	722	8,664
Total Deferred Benefits(D)	**2,522**	**30,264**
CTC(E=C+D)	**32,525**	**3,90,300**
Variable- Performance Bonus		**0**
TOTAL ANNUAL CTC		**3,90,300**

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MarketsandMarkets
Research Private Limited

Corporate office: Level 1, Tower B-5,
SEZ, Magarpatta City,
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Annexure C : Research Associate

Name	**Aishwarya Naresh Rajopadhye**	
Designation	**Associate**	
CTC	**5,50,000**	
COMPONENTS	**Monthly (Rs.)**	**Annual (Rs.)**
Basic Salary	16,700	2,00,400
HRA	6,680	80,160
LTC/LTA	2,783	33,400
Special Allowance	12,100	1,45,204
Sub Total (A)	**38,264**	**4,59,164**
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Education Allowance	200	2,400
Hostel Allowance	600	7,200
Food Allow/Meal Vouchers	0	0
Academic Allowance	0	0
Uniform Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
Total Allowances (B)	**800**	**9,600**
Total Gross Salary(C=A+B)	**39,064**	**4,68,764**
P.F.(Employer contribution)	1,800	21,600
E.S.I. (Employer contribution)	0	0
Gratuity	803	9,636
Total Deferred Benefits(D)	**2,603**	**31,236**
CTC(E=C+D)	**41,667**	**5,00,000**
Variable- Performance Bonus		**50,000**
TOTAL ANNUAL CTC		**5,50,000**

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Corporate office: Level 1, Tower B-5,
SEZ, Magarpatta City,
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Salary Structure Clause

Leave Travel Allowance claims will be treated as per existing tax laws and the remainder will be paid as Special Allowance and taxed accordingly.

The performance based variable pay is an indicative amount and may vary depending on your performance and the Company's performance.

You should be on the rolls of the company at the time of the payout to be eligible for performance based variable Pay. You would not be eligible for this payout if you have resigned /exited or serving notice.

Please note:-

-PF amount mentioned shall differ based on nationality as per governing laws.
-Conditions Apply as per the prevailing company policy.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

N Satheeshkanna

From: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>
Sent: 13 August 2025 07:36 PM
To: N Satheeshkanna
Cc: Anita Thapa
Subject: RE: EXTERNAL: RE: Students Profile_ IIHMR-Jaipur for PMO

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SToshniwal@primehealthcare.com

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Hello,

Please find the attached profiles.

Sneha Toshniwal | Senior Lead - HR
SToshniwal@primehealthcare.com

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

From: Sneha Toshniwal (PMT)
Sent: Wednesday, June 25, 2025 6:22 PM
To: Nishita Avula (PMT) <NAvula2@primehealthcare.com>; Sahana Kilaru (PMT) <SKilaru@primehealthcare.com>
Cc: Balakrishna Mungara (PMT) <BMungara@primehealthcare.com>; Sridevi Menon (PMT) <SMenon@primehealthcare.com>
Subject: Students Profile_ IIHMR-Jaipur for PMO

Hello Nishita/Sahana

Attached are the resumes that we have received from IIHMR-Jaipur for PMO.

Pls let me know on the next steps.

Sneha Toshniwal | Senior Lead - HR
SToshniwal@primehealthcare.com

The information contained in this email may be confidential and/or legally privileged, including HIPAA Protected Health Information or information that is proprietary or trade secret. It has been sent for the sole use of the intended recipient(s). If you are not the intended recipient, you are hereby notified that any unauthorized review, use, disclosure, dissemination, distribution, or copying of this communication is strictly prohibited. If you received this communication in error, please inform the sender and destroy all copies of the message. The organization accepts no liability for any damage caused by transmittance of this email. Thank you.

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PrimEra

EMPLOYMENT OFFER

22/08/2025

Sonam Kumari
Flat no – 6, Block H, Mundeshwari crescent, Near R.P.S. Engineering college, Patna, Bihar – 801105.

Dear Sonam Kumari,

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

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

You are expected to join on **01/09/2025** 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 - Capital Park.

2. **Salary:**

Your CTC will be INR **550000/- (Rupees Five Lakh Fifty Thousand Only**) Which includes Gross Salary of INR **528400/- 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.

for

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

5. **Authorized Representative:**

PrimEra

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
Associate Director - HR
Date: 22/08/2025

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: 22/08/2025
Place: Patna (Bihar)
Note: (Attach a valid document to verify the signature)

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The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

PrimEra

SALARY ANNEXURE

Name: Sonam Kumari

Designation: PI- Coordinator

COMPENSATION DETAILS

Salary Components	INR - Monthly	INR - Annualized
Salary Components		
Basic	22917	275000
HRA	9167	110000
Special Pay	9950	119400
Statutory Bonus.	2000	24000
Sub Total	**44034**	**528400**
Employer Contribution		
PF & EPS - Employer Cont.	1800	21600
Sub Total	**1800**	**21600**
Cost to the Company	**45834**	**550000**
Deduction		
PF (Employee Contribution)	1800	21600
Professional Tax	200	2400
Sub Total	**2000**	**24000**
Net Take Home (Excluding Applicable Taxes)	**42033**	**504400**

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.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

ANNEXURE A

High Level Employment Terms and Conditions

- This Offer is valid only if accepted within 24 hours; else offer is deemed to have been cancelled
- You will be on full time employment with PrimeEra and during the tenure of employment, you should not undertake any direct/indirect business/work/assignment, whether honorary or for payment
- You will retire from the PrimEra Services on reaching the age of 60 years or earlier if found medically unfit. Your date of birth already given by you in your application form would be treated as binding and final.
- Your job is transferable and the Company reserves its right to require you to work in any shifts from any of its offices or client location, whether in India or Abroad.
- Your employment is subject to the Company receiving satisfactory references from the references provided by you and (OPTIONAL) your successful pre-employment medical check-up.
- Your salary/compensation details are strictly confidential between you and the Company. It should not be disclosed or discussed with any other person or official in the company or outside unless required for disclosure as per statutes.

Documents Required

Educational Certificates:

A) SSC (Board of secondary education)

B) 10+2 (Board of higher secondary)

C) Graduation (Provisional Certificate, Consolidated Memo, University Certificate)

D) Other Highest Qualification (Provisional Certificate, Consolidated Memo, University Certificate)

Employment Certificates

A) Relieving Letter of all the previous employments

B) Latest 3 months Pay Slips from last employer

C)From 16 of Previous Financial Year from previous employer

Other Documents

- Passport / ID Proof / Aadhaar Card
- Aadhaar & Pan Card Copy is Mandatory for salary processing
- 4 Copies of passport size photographs
- PF and UAN Details – Previous Employer
- KYC details (Any 4 of the following 8 documents details required)
- Bank Account (Any savings account)/ NPR / Passport / Driving License/ Voter ID Card/Ration Card / ESIC Card
- Current Address proof.

Contact details

- Mobile Number linked with Aadhaar
- Person name and contact number for Emergency contact
- At the time of joining employment, you shall sign and accept o Terms and conditions of employment

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

- Employment, Invention and Confidential Information Agreement
- The detailed list of job related accountabilities and work-related terms and conditions including the code of Ethics and detailed break of CTC would be provided along with the Appointment letter

PrimEra Medical Technologies Private Limited

Sridevi Menon
Associate Director - HR

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

PrimEra

EMPLOYMENT OFFER

22/08/2025

Taruna Sharma
Lalbaag, Jhalrapatan, Jhalawar, Rajasthan. PIN: 326023

Dear Taruna Sharma,

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

1. **Date and place of Joining:**
You are expected to join on **01/09/2025** 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 - Capital Park.

2. **Salary:**
Your CTC will be INR **550000/- (Rupees Five Lakh Fifty Thousand Only)** Which includes Gross Salary of INR **528400/- 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:**

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

mEra

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
Associate Director - HR
Date: 22/08/2025

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: Tarun
Date: 22/08/2025
Place: Thalawar.
Note: (Attach a valid document to verify the signature)

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

SALARY ANNEXURE

Name: Taruna Sharma

Designation: PI- Coordinator

COMPENSATION DETAILS

Salary Components	INR - Monthly	INR - Annualized
Salary Components		
Basic	22917	275000
HRA	9167	110000
Special Pay	9950	119400
Statutory Bonus.	2000	24000
Sub Total	**44034**	**528400**
Employer Contribution		
PF & EPS - Employer Cont.	1800	21600
Sub Total	**1800**	**21600**
Cost to the Company	**45834**	**550000**
Deduction		
PF (Employee Contribution)	1800	21600
Professional Tax	200	2400
Sub Total	**2000**	**24000**
Net Take Home (Excluding Applicable Taxes)	**42033**	**504400**

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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ANNEXURE A

High Level Employment Terms and Conditions

- This Offer is valid only if accepted within 24 hours; else offer is deemed to have been cancelled
- You will be on full time employment with PrimeEra and during the tenure of employment, you should not undertake any direct/indirect business/work/assignment, whether honorary or for payment
- You will retire from the PrimEra Services on reaching the age of 60 years or earlier if found medically unfit. Your date of birth already given by you in your application form would be treated as binding and final.
- Your job is transferable and the Company reserves its right to require you to work in any shifts from any of its offices or client location, whether in India or Abroad.
- Your employment is subject to the Company receiving satisfactory references from the references provided by you and (OPTIONAL) your successful pre-employment medical check-up.
- Your salary/compensation details are strictly confidential between you and the Company. It should not be disclosed or discussed with any other person or official in the company or outside unless required for disclosure as per statutes.

Documents Required

Educational Certificates:

A) SSC (Board of secondary education)

B) 10+2 (Board of higher secondary)

C) Graduation (Provisional Certificate, Consolidated Memo, University Certificate)

D) Other Highest Qualification (Provisional Certificate, Consolidated Memo, University Certificate)

Employment Certificates

A) Relieving Letter of all the previous employments

B) Latest 3 months Pay Slips from last employer

C)From 16 of Previous Financial Year from previous employer

Other Documents

- Passport / ID Proof / Aadhaar Card
- Aadhaar & Pan Card Copy is Mandatory for salary processing
- 4 Copies of passport size photographs
- PF and UAN Details – Previous Employer
- KYC details (Any 4 of the following 8 documents details required)
- Bank Account (Any savings account)/ NPR / Passport / Driving License/ Voter ID Card/Ration Card / ESIC Card
- Current Address proof.

Contact details

- Mobile Number linked with Aadhaar
- Person name and contact number for Emergency contact
- At the time of joining employment, you shall sign and accept o Terms and conditions of employment

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- Employment, Invention and Confidential Information Agreement
- The detailed list of job related accountabilities and work-related terms and conditions including the code of Ethics and detailed break of CTC would be provided along with the Appointment letter

PrimEra Medical Technologies Private Limited

Sridevi Menon
Associate Director - HR

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

आयकर विभाग
INCOME TAX DEPARTMENT

भारत सरकार
GOVT. OF INDIA



स्थायी लेखा संख्या कार्ड
Permanent Account Number Card

QOPPS3289G

नाम / Name
TARUNA SHARMA

पिता का नाम / Father's Name
MUKESH SHARMA

जन्म की तारीख /
Date of Birth
29/05/1999

14012023

PAN Application Digitally Signed, Card Not Valid unless Physically Signed

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Caliber Outsourcing Services

Branch Office : D-51, Shantikunj Business Centre, G.K. - II Enclave, Part-II Delhi110048
Ph.: 011-46529404/05/08 Fax: 011-46529406
Website: www.caliberhr.com

Ref: COS / AD-PER /2024-2025/11616

3rd April, 2025

Ms. Aaradhya
Jaipur

FIXED TERM CONTRACT

Dear Aaradhya,

Further to your interview and subsequent discussions with us, we are pleased to inform that you are here-by engaged as "**Territory Sales Executive Trainee**" with effect from **17th March, 2025**. This is to confirm the following terms upon which you are contracted into engagement with us.

1. Your contract will be valid for a period of six months till **16th September, 2025.**

2. You shall be working for our Client **Haleon** and its associates and shall be reporting to the designated officer of **Haleon** for your day-to-day functions but the management reserves the right to transfer you at any time to any location situated anywhere in India. Upon such transfer, rules and regulations applicable to such post and place shall apply.

You will be working from Monday to Saturday (both days inclusive).

2. Your compensation shall be as per the Annexure attached.

4.Subject to the provisions of Para 9 of this letter, you will continue to serve the organisation in India on the terms hereinafter contained or as the same may from time to time be modified by mutual consent.

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5. Any increase in compensation, which may be given to you from time to time, will solely depend upon the satisfactory performance of the duties entrusted to you at the organisation to which you are deputed.

6. 7. During your tenure of six months , you will be entitled to 7 days of privilege leave, which will be calculated on pro-rata basis. Leaves are to be taken in agreement with your reporting officer.

During your tenure of six months, you shall also be entitled to 5 days of casual on pro-rata basis, which you get approved from your reporting officer by submitting a letter of request for leave. You shall get all your leaves approved in advance. However, in case of emergency, unexpected circumstances / exigencies you may submit the letter of request immediately on resuming duty. At no time you shall be allowed casual leave for more than 2 days continuously No casual/sick leave shall be encashed to you. Any casual/sick leave left unutilized shall lapse in the same year.

7. You shall perform your duties wherever deputed, punctually, diligently, judiciously and to the best of your ability.

8. You will not either during continuance of your engagement with the organisation, or after termination of such engagement, divulge to any one any information that you might have acquired during your contract period, relating to the organisation or any of its associate's business, where you have been deputed to discharge duties.

9. You will not, during continuance of your engagement with the organaisation, be engaged in any trade, business of occupation, other than the business of the organisation, Nor without the written consent of the organaisation, be directly or indirectly interested in any other organisation, business, and manufacturing or trading.

10 (a) In case you wish to leave the job before the expiry date of contract of engagement , you need to serve 30 days notice to the company. Similarly if the company wishes to terminate your contract of engagement before the expiry date you would be given 30 days notice. If such notice is not given by either party then 30 days compensation in lieu of notice period has to be given.

You will not claim directly or indirectly a contract of employment with the organization or its associate to which you are deputed.

for
Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

(b) If you commit a breach of this agreement or are guilty of misconduct (including dishonesty), absence without leave, infringement of the organisation's regulations and disobedience of lawful orders or instructions of yours superiors, or conduct yourself in a

manner calculated to bring the organisation or its contracting Organisation or its employees into disrepute, or if borrow money from any of the customers of the organisation or from anyone trading with the organaisation or from the Organisation's employees or conduct yourself prejudicial to any law of the land, you will be discharged from the service immediately without notice or compensation in lieu thereof or any dues of leave etc. and in such case you will have no claim on the organization whatsoever.

(c) The appointment offered to you is based on the statement made by you in application and otherwise the representations made by you. In case any of your statement/representation is found untrue at the time of background verification, your employment with us will be liable to be terminated immediately without any compensation and without prejudice to any other action.

The terms hereinabove contained may be from time to time modified by mutual consent. If these terms are accepted by you, please so signify by signing below.

Yours faithfully,

For Caliber Outsourcing Services

I accept the terms and conditions set out above.

SIGNATURE: Aaradhya

DATE : 29/April/25

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Compensation Breakup

Cost Center	Haleon
Employee Code	11616
Name	Aaradhya
Designation	Territory Sales Executive Trainee
Training Location	Delhi (2 months)
Tentative Base Location	North India (4 months)
State	Rajasthan
Region	North
DOJ	17-Mar-2025
Duration of contract	6 Months

Particulars	
Basic	
FIXED MONTHLY GROSS	25,000
	25,000
MONTHLY CTC	25,000
FIXED MONTHLY GROSS	
Less: -	25,000
*CARRY HOME AMOUNT PER MONTH	25,000

For Caliber Outsourcing Services

CALIBER OUTSOURCING SERVICES NEW DELHI

Aaradhya

Manas Pahari
General Manager

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

N Satheeshkanna

From: Vinod Tejwani
Sent: 15 July 2025 10:03 AM
To: Anita Thapa
Cc: N Satheeshkanna
Subject: FW: Haleon| Inviting Applicants for Sales Officer Trainee
Attachments: SWIFT JD.pdf; Haleon SWIFT Program_Candidate Details.xlsx

Pl take it forward with students

With Regards,

IIHMR UNIVERSITY

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg, Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

Go Green: - Please do not print this email unless it is necessary. Every unprinted email helps the environment

From: Sarthak Sharma <sarthak.x.sharma@haleon.com>
Sent: 14 July 2025 08:17 PM
Subject: FW: Haleon| Inviting Applicants for Sales Officer Trainee

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Professor,

We are inviting applications on behalf of **Haleon** from students of **MBA/PGDM Batch of 2025** (2 years full time course) with **graduate science degrees (BTech, BSc, BCA and B Pharma) only** for the **Haleon SWIFT Program- Sales Workforce Integration & Future Talent .** The Job description and company profile are attached for your reference.

Some key information of the program is provided below:

- Field Sales role and location allocation will be based on organisation requirement
- As Sales Trainees, the students would be getting a monthly stipend of **25,000 INR p.m.**
- They'd be eligible for confirmation from third party payroll to Full-time employees from **6 months** onwards. Early absorption into the full-time role may be offered to extraordinary performers.
- After confirmation, they would receive CTC along with benefits of **5.82 Lakhs p.a**

Request you to review the information and **share the list of interested female students along with their CVs** in the attached format for further evaluation by **17th July, 10:00 am.**

Kindly reach out for any queries regarding the program.

Thanks,
Sarthak Sharma
Talent Acquisition Partner - Early Talent Programs

Haleon India

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The IIHMR University
Prabhu Dayal Marg, Near
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The Haleon group monitors email communications sent to and from the Haleon group in order to protect Haleon, our employees, customers, suppliers and business partners, from cyber threats and loss of Haleon group information. Haleon group monitoring is conducted with appropriate confidentiality controls and in accordance with local laws and after appropriate consultation.

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Sanganer Airport, Jaipur-302029

Global Health Patliputra Private Limited (Medanta)

CIN: U74999DL2015PTC283932
Registered Office: E-18, Defence Colony, New Delhi – 110024 Delhi Ph.No.011-44114411

LETTER OF INTENT **Date: 23-Dec-24**

Mr. Aahel Adhikary
IIHMR, Jaipur

Dear Mr. Aahel,

Congratulations! We are pleased to offer you a position at **Global Health Patliputra Private Limited (Medanta)** on the following terms:

1.	Designation	Trainee – Medical Administration
2.	Total all inclusive CTC	- Rs. 25,000/- (Rupees Twenty Five Thousand Only) per month as stipend during Dissertation period - Rs 6,00,000/- (Rupees Six Lakhs Only) per annum upon completing the course i.e. dissertation submitted, final exams clear and degree being awarded. (feedback from supervisor at Medanta will also play important role at this step)
3.	Date of joining	15-Mar-2025 or earlier, if possible
4.	Place of posting	Patna

Company shall conduct background verification through a third party agency post your joining. **YOUR EMPLOYMENT SHALL BE SUBJECT TO SUCCESSFUL COMPLETION OF VERIFICATION AND SUBMISSION OF REPORT SATISFACTORY TO THE COMPANY**

Additionally, you shall also undergo pre-employment health check-up process and this offer will be subject to you being found medically fit. You will also be governed by the general terms and conditions as published in the detailed appointment letter given to you post joining.

LIST OF DOCUMENTS REQUIRED FOR JOINING

1	Certificates & mark sheets of class 10th, 12th, Graduation, PG(mark sheet as well as degree) or any other professional course	2 Copies of each
2	State Registration certificate (valid) from respective Clinical/Nursing/Pharmacy Council (as applicable)	
3	Internship completion certificate & Course completion certificate	
Mandatory for Doctors: All documents mentioned above in Sl. No 1 & 2 needs to be self-attested		
4	**PAN CARD**	
5	Address Proof (Aadhaar card/Passport / Voter card / Driving license)	
6	Appointment Letter and salary slip from the last employer	
7	Relieving Letter/Resignation acceptance from the last employer	
8	Experience Certificate from all previous employers	
9	Other Documents • 4 Passport Size photographs • Copy of Vehicle Registration Certificate (RC) incase parking facility is required	

Please return the duplicate copy of this letter duly signed as acknowledgement in case offer is acceptable to you. We look forward to your being part of Medanta Family.

Yours faithfully,
For **GLOBAL HEALTH LTD**

SAURABH UPADHYAY
SENIOR VICE PRESIDENT & HEAD – HUMAN RESOURCES **Accept.....**

Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

Global Health Limited

LETTER OF INTENT **Date: 23-Dec-24**

Dr. Aakriti Nirala
IIHMR, Jaipur

Dear Dr Aakriti,

Congratulations! We are pleased to offer you a position at **Global Health Limited (Medanta)** on the following terms:

1.	Designation	Trainee – Medical Administration
2.	Total all inclusive CTC	- Rs. 25,000/- (Rupees Twenty Five Thousand Only) per month as stipend during Dissertation period - Rs 6,00,000/- (Rupees Six Lakhs Only) per annum upon completing the course i.e. dissertation submitted, final exams clear and degree being awarded. (feedback from supervisor at Medanta will also play important role at this step)
3.	Date of joining	15-Mar-2025 or earlier, if possible
4.	Place of posting	Gurgaon

Company shall conduct background verification through a third party agency post your joining. **YOUR EMPLOYMENT SHALL BE SUBJECT TO SUCCESSFUL COMPLETION OF VERIFICATION AND SUBMISSION OF REPORT SATISFACTORY TO THE COMPANY**

Additionally, you shall also undergo pre-employment health check-up process and this offer will be subject to you being found medically fit. You will also be governed by the general terms and conditions as published in the detailed appointment letter given to you post joining.

LIST OF DOCUMENTS REQUIRED FOR JOINING

1	Certificates & mark sheets of class 10th, 12th, Graduation, PG(mark sheet as well as degree) or any other professional course	2 Copies of each
2	State Registration certificate (valid) from respective Clinical/Nursing/Pharmacy Council (as applicable)	
3	Internship completion certificate & Course completion certificate	
Mandatory for Doctors: All documents mentioned above in Sl. No 1 & 2 needs to be self-attested		
4	**PAN CARD**	
5	Address Proof (Aadhaar card/Passport / Voter card / Driving license)	
6	Appointment Letter and salary slip from the last employer	
7	Relieving Letter/Resignation acceptance from the last employer	
8	Experience Certificate from all previous employers	
9	Other Documents • 4 Passport Size photographs • Copy of Vehicle Registration Certificate (RC) incase parking facility is required	

Please return the duplicate copy of this letter duly signed as acknowledgement in case offer is acceptable to you. We look forward to your being part of Medanta Family.

Yours faithfully,
For **GLOBAL HEALTH LTD**

SAURABH UPADHYAY
SENIOR VICE PRESIDENT & HEAD – HUMAN RESOURCES

Accept.....

Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

PRIVATE & CONFIDENTIAL | RefNo.LOI/HQWZ/011/June/2025-26 (Date: 25.June.2025)

Mr. Adarsh Anand,
Add. S/o. Sandeep Kumar,
Katra,
Dist.- Muzaffarpur (BHR),Pin Code - 843321

Subject: Offer Letter

Dear Mr. Adarsh Anand,

Further to your application and the subsequent discussion with us, we are pleased to offer you a career in **SCIEKNOW HOLY AGUA SOLUTIONS PVT. LTD.** under the terms and conditions mentioned herein:

1. Date of Joining, Posting & Location

You will join us on 01.July.2025 in our **SHASL, North Division** at **Bhiwani HQ, HR State.** Your title will be **Area Sales Manager** for the **State** of **"Haryana"**, The Management reserves the right to transfer you on any assignment in any unit / department / associate concern of the Company anywhere in India or Abroad, as it may consider necessary, in its absolute discretion, from time to time, subject to the provision that your remuneration and other facilities will not be adversely affected. You are reporting to **Dr. Mrs. Pooja Arora (Product Consulting Manager & AGM-Sales) and H.R** of the **SHASL HQ,** and this is important for your Attendance initially via Telegram app with given MR Reporting format. Massage and follow the reporting's rules communicated by the Company Time to Time.

2. Compensation

After completion of your tanning period, you shall be entitled to an all-inclusive target based Annual Gross **CTC** of **Rs. 6'01'776 (Rupees Six Lac One Thousand Seven Hundred and Seventy Six Only).** A detailed break-up of your compensation structure is given in the Annexure (I) to this letter. The Compensation package shall be governed by the Policies and Guidelines of the Company presently applicable and as may be modified from time to time.

Further you are required to strictly maintain the secrecy and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration or terms of employment to any other employee of the Company or other public at large. If found revealing any of the above information, strict disciplinary action shall be taken.

3. Probation Period

You will be on probation for a period of 3 months from the date of your joining. The probation period is extendable at the sole discretion of the Management by one or more terms of 3 months duration. You will not be considered as permanent employee even after completion of probation period until the confirmation letter is not issued by the company management.

4. Notice Period

A. During Probation Period

Your services are liable to be terminated by the company without assigning any reason by giving days notice period or payment of gross monthly salary in lieu thereof on either side. However, in the event of your resignation, the company in its sole discretion shall have an option to accept the same and relieve you prior to completion of stipulated notice period of **07** days or without any pay in lieu of notice period.

B. After Confirmation

Your services can be terminated by the company by giving **15** days notice or payment of Basic monthly salary in lieu thereof on either side. However, in the event of your resignation, the company in its sole discretion shall have an option to accept the same and relieve you prior to completion of stipulated notice period of **15** days without any pay in lieu of notice period.

(i) The salary of Employee shall be performance oriented. The employee has to meet business target which will be revised on every month.

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Sanganer Airport, Jaipur-302029

(ii) Any failure on the part of employee to achieve business target at least 75% of the total monthly target ,in such condition the company will have reserve right to deduct from monthly salary proportionate to business target. [E.g. if employee achieves only 50% target then his/her salary deduction will be 50% from other perks, and if employee has ZERO performance his/her salary deduction will be 80% or 100% of salary including basic salary.] **Your monthly Primary sale target will be 04 machines & Secondary sale target will be 02 machine of any model above this target you will be entitle for incentive as per policy of the company.**

5. Working Hours

You shall follow the working hours [Office Persons Timing: 10:30 AM TO 08:30 PM, & Any Field Persons Morning Reporting's Time Max. by 10:30 AM & Evening Reporting's Time by Max. 08:30 PM] of the company at the place of posting and as informed to you from time to time. Due to the nature of work in this industry, you shall be expected to adjust to extended working hours in case of any pressing commitment. For such extended hours of work you shall not be eligible to claim any overtime or any additional consideration frequently and/or if your job involves shift duties or late night work, you are required to familiarize yourself fully with your own personal effort with the public transport arrangements &safety requirements of any nature and further you are advised to make adequate arrangements for your transport &travel and for your own personal safety.

You have to mark your attendance daily by sending your photo with location for in time & out time on the cell no of your reporting officer till further instruction. In absence of your attendance absent will be mark and no payment will be made by the company for any such absent either for full day or the part of the day.

If you are assigned to a job/temporary duty in an unsafe territory/disturbed area, you are free to point out your requirements of safety.

6. Service Rules and Regulations

During your employment with the Company, you shall be governed by the Service rules, regulations, employee benefits, policies & procedures of the company detailed in the HR Manual. This HR Manual is available to you from the HR Department/ you undertake to familiarize yourself with the HR manual and all amendments incorporated in the same from time to time. Your unique identification code provided to you on your joining the company. The terms and conditions laid down in the HR manual and as amended/updated from time to time, shall be binding upon you, and shall form part of the terms &conditions of your employment with the company.

7. Duties and Responsibilities

Your current duties and responsibilities are as specified in Annexure II attached to this letter. You shall apply yourself diligently and faithfully to all duties &responsibilities that may be assigned to you from time to time and will conform to such directions that shall be given to you by your superiors.

You will have the responsibility for efficient, satisfactory and economic operation in the areas of responsibility that may be assigned to you from time to time. It is the intention of the Company that every employee of the Company takes upon himself / herself a certain degree of responsibility and is accountable for the work undertaken by him/her.

8. Code of Conduct

In addition to your adherence to the Code of Conduct detailed in the HR Manual of the Company, you also abide and understand that you are being hired in a position of trust and confidence and realize your accountability towards protection of Company's interest and matters relating to its business and shall:

(i) Maintain complete confidentiality and high level of integrity in all your actions performed on behalf of the company.

(ii) Practice high level of professionalism in business etiquettes, selection of attire, choice of language in conversation & documents and in over all conduct.

(iii) You will help in maintaining & enhancing the congenial, disciplined, participative and supportive work environment created by the company that fosters team spirit and high performance standards.

9. Non Disclosure, Secrecy and Confidentiality

You acknowledge that the business of the Company is highly competitive and that any information concerning the Company's business (including but not limited to Strategies, Methods, Books, Records, Documents, Technical Information concerning its products &Services, Equipment, Processes, Customer Lists, Procurement Procedures, Pricing techniques, Credit &Financial data concerning Company, Customers and Business Affiliates) all comprise confidential business information and trade secrets, etc. vital to the business of the Company.

You hereby agree that you will not at any time during or after your employment period with the Company, make any unauthorized disclosure of any confidential business information or trade secrets of the Company, or make any use thereof, except for the benefit of and on behalf of the Company. For the Purpose of this paragraph, the term "Company" shall also include all affiliates of the Company.

For Registrar
The IIHMR University
Prabhu Dayal Marg, Near
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Any disclosure which has not been expressly authorized by the Company shall be called 'Unauthorized Disclosure'. The unauthorized disclosure of confidential information shall constitute a serious misconduct and the Company shall be entitled to take appropriate disciplinary action against you including termination of service. Unauthorized disclosure and use of confidential information of the Company after the termination of your relationship with the Company shall entitle the Company to initiate appropriate legal proceedings, including but not limited to seeking an "Order of Injunction".

10. Non-Solicitation & Non-Compete

You agree and undertake that during the term of your appointment with the Company and for a term of one (1) year after the termination of your appointment with the Company for any reason whether with or without cause, you will not, directly or indirectly solicit, induce, recruit, or encourage any Company employees, who were during the term of your appointment, employees of the Company, to leave their employment, or take away such employees, either for yourself or for any other person or entity without the Company's express written consent. You further agree and undertake that you will not engage in soliciting business or allied business that is similar or competitive with the business of the Company, with those clients with whom you had any contact, during your appointment and for a period of one (1) year after your appointment with the Company ceases.

11. Copyright

The copyright in all the work produced, i.e. literary, artistic, photographic or other work, documents/materials and intellectual property developed and gathered by you during the course of employment shall be and remain the exclusive property of the Company. You shall return the same to the Company on termination or at such earlier time as required by the Company. The work produced shall be the exclusive property of the Company and the Company shall be free to deal with the same in such a manner as it deems fit. This para is also applicable to any activity relating to Trade Marks, patentable work or any other activity leading to Intellectual property rights.

12. Undertakings

(i) You agree that the assurances, undertaking, etc., in regard to your education/qualification certificates, work experience certificates, previous employer's certificates and all other certificates, information, declarations and undertakings are true and correct. You undertake that there are no claims, damages or legal actions of any nature instituted against you by any institutions, authorities including previous employer(s). You further undertake that no legal cases of above nature have been instituted against you in past or currently in progress even in your personal capacity. If any of the information or undertaking in relation to above is found incorrect, the Company reserves the right to take appropriate disciplinary action including termination of services.

(ii) You confirm that you have adequately declared in writing any kind of medical problem, which you may have had in past or present, prior to accepting the offer of employment with the company, including alcoholism. You confirm that any such history has been adequately disclosed by you to the company in writing prior to you having accepted the offer of employment in the company.

13. Professional Ethics

The company follows highest level of ethics and follows the law of the land in conducting business and offering employment in different geographies. You are required to deal with the Company's information, money, material and documents with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or material or documents or any affairs/information of the Company or of theft or of misappropriation, regardless of the value involved, the Company shall initiate appropriate action as per its disciplinary action policy, notwithstanding with other terms of the policy, it also includes termination of your services with immediate effect.

14. Safe Custody of Company Property & Recovery of Dues

You will be responsible for the safekeeping and good condition and order of all the Company property entrusted to your care and charge. The company reserves the right to recover from you any unauthorized expenditure incurred, reposes of any company property lying in your possession, seek refund of any unsettled loan or unsettled advances taken and make a charge on your dues for any payments due to the company from you.

15. Indemnity

You shall indemnify the Company against any loss, damage, proceeding which the Company might suffer due to any wrongful, mollified acts, negligence, gross dereliction of duties on your part. Such indemnity shall not prejudice the right of the Company to terminate your services on such count or the right of the Company to seek other remedies which the Company may have to make good the loss or damage. If any lockdown is imposed in the area where employee is posted either by State Govt. or Central Govt. due to any reason more than 1 week, the employee shall be entitled for only basic salary till the lock down is in force. You have to follow Covid Protocol during the service.

For Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

16. Exclusivity

During the term of your appointment with the Company, you will work exclusively for the Company and will not engage, in any manner whatsoever, in any other gainful or commercial employment or business or activity, rather part time or full time, directly or indirectly, related to the business in which the Company is now involved or becomes involved during the term of your appointment with the Company, nor will you engage in any other activities that conflict with your obligations of the Company.

17. Severability

If any term of this letter shall be invalid or unenforceable by any Court of competent jurisdiction, the remainder of this letter, other than that portion determined to be invalid or unenforceable, shall be unaffected thereby and each valid term of this letter shall be enforced to the fullest extent permitted by law.

18. Resolution of Dispute

(i) All disputes or differences arising in connection with this letter shall be settled through Arbitration, by one or more Arbitrators in accordance with the provisions of the Arbitration and Conciliation Act, 1996, any modifications thereto and the findings of the Arbitrators shall be final and binding. The Arbitration Proceedings shall take place at Nagpur only.. Further, the language and Proceeding of the Arbitration should be in English only.

(ii) The HR Head or such other Official of the Company or any Third Party as may be nominated by the HR Head shall be the Arbitrator.

(iii) Save and except as provided in the preceding clause, the Courts in Raipur alone shall have jurisdiction in this matter.

(iv) Any controversy, claim or dispute arising between employee & employee shall be determined & resolved by arbitrator or court of competent jurisdiction at Raipur, India. If the company refers the dispute to arbitrator which is sole of discretion of company & Arbitrator shall resolve to same under Arbitration conciliations Act 1966 & decision of arbitrator shall be final. The arbitration proceeding shall take place at Raipur only.

19. Retirement

You will automatically retire from the services of the company at the end of month in which you attain the superannuating age of 60 years. Your date of birth as recorded by us is 25th Apr 1999 and further this date of birth will be used to calculate your age of superannuation.

20. Handing Over Process

In case of your disassociation from the company due to any reason, before relief from the services of the company you will be required to complete your pending tasks and undertake a formal hand-over of charge of your job responsibilities to a designated official of the company identified by the Head – HR or your immediate supervisor. In case of your departure without completing the hand-over procedure as per the then prevailing policy of the company, the company reserves the right not to settle your accounts and not to pay any amounts as might be payable to you as far as may be permissible to hold under the applicable laws.

Further, in case of your disassociation from the company as aforesaid, you shall hand over to the designated personnel all material, information and property belonging to the company and in your possession at the earliest and not later than the last working day.

21. Termination of Employment

Under certain specific circumstances as mentioned below, your employment can be terminated by the company anytime without issuing any notice or compensation in lieu of notice whatsoever.

(i) Breach of any terms of this appointment, code of conduct, Policies &procedures of the company detailed in the HR manual, published by the company or any rules made by the Company from time to time.

(ii) In the company's opinion; any act of gross misconduct &indiscipline on your account, De-falsification, Dishonesty, Misappropriation, Dereliction of duty in discharging your duties and functions, Unpunctuality, Neglect of duty.

(iii) Absence from your normal place of work, or non-reporting for min. Three (3) days or more continuously without appropriate reasons & prior sanction of leave approval by HR of the Company.

(iv) Consistent non performance for more than 2 months by you as per the verdict of the company.

(v) Of your being convicted of any Criminal offence.

(vi) Of your mental or physical incapacity to discharge your functions.

In the event of intended termination from services on the grounds mentioned above, the company will seek your explanation in writing detailing the breach and will provide you seven days time for furnishing your explanation formally. The company reserves the right to accept or reject any such explanations provided by you and at the same time, the Company reserves the right to terminate your services without notice and explanation, with immediate effect, where the

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Company is prima-facie convinced of the breach of a serious nature and as per the Company's policy it's calculated on the basic of your Salary for making full and final. The company's decision to discontinue your services shall remain final and binding on you.

22. General

Employees may please note that their behavior towards any member of the public that they come across should be courteous. The Management reserves the right to take disciplinary action against any employee, who has been found to have misbehaved with any member of the public or any other individual. Further,

(i) The company will deduct taxes as appropriate and consistent with the Indian Tax regulations. You will be responsible for your tax liabilities under all applicable Tax Laws and Regulations.
(ii) You may be required to undertake travel on Company's work as and when required. In case of travel on Company business, you are entitled to such travel expenses/allowance as may be in force from time to time.
(iii) In case of any change in your residential address or any relevant changes in your personal data during the pendency of your employment with the Company, it shall be your duty to intimate the same to the Company in writing within three days from the date of change.
(iv) All communications mailed to you by the Company to the last address given by you shall be deemed to have been received by you.
(v) The terms and conditions contained herein shall be read along with the instructions, guidelines, policies, etc. and amendments thereof as presently applicable to you and as may be amended from time to time.
(vi) Any other terms, conditions, stipulations not specifically mentioned herein shall be governed by HR manual / intranet and other policies and procedures of the Company as presently applicable and as may be amended from time to time.
(vii) You shall not do anything or cause to do anything which shall bring dishonor and/or disrepute to the Company or engage in unlawful / immoral activities.
(viii) If at any time you are involved in any legal/administrative/quasi-judicial proceeding(s), you shall immediately inform the Company the details thereof.
(ix) You shall not at anytime use your association with the Company to gain unfair advantage for personal purposes.
(x) In the event of termination of your employment by the Company and/or your resignation before completion of 12 months in service, you will need to refund Joining bonus paid to you at the time of joining , all or any expenses incurred by the Company on account of your relocation.

23. Address For the Purpose of Communication

Any communication sent to the following address shall be deemed to be proper service of the communication with Scieknow Holy Agua Solutions Pvt. Ltd management:

Mails sent to the address:

hr@scieknow.com

Company:

SCIKNOW HOLY AGUA SOLUTIONS Pvt. Ltd.

Phone OR Telegram App Calls

+91 810 975 2233

The parties undertake that they shall communicate/update any change in address within one week of any change taking place in the above particulars and the said change shall be deemed to become effective if sent by Registered Post to the above address or the personal email id or massage to contact number of the parties mentioned above.
The terms and conditions that are not specifically set forth in this letter will be determined pursuant to the applicable laws of India and the Company's policies and code of conduct, which may be amended from time to time.
This Agreement shall be governed by and construed in accordance with the law of India. If you are in agreement with the conditions outlined in this letter including the Annexure, please signify your receipt and acceptance and return a copy of this letter to us.

24. Force Majeure

No failure, delay or default in Payment by company or performance of employee shall constitute an event of default or breech of this agreement to the extent or such failure to perform, delay or default arises out of a cause existing or future that beyond the control and without negligence of company or employee, but not limited to action or in action of governmental, civil, or military authority, fire, strike, lockout or natural calamity company & employee shall take joint efforts to minimize effect of such act beyond their control. Neither party shall raise any dispute under such event against each other and keep each other harmless.

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

We wish you a long and happy association with us.

For SCIEKNOW HOLY AGUA SOLUTIONS Pvt. Ltd.



Managing Director "SHASL"

I have read and understood the above Terms & Conditions hereby signify my acceptance.

Name: (…….)

Signature: (…….....) **Dated: (…../……/…….)**



Annexure -1

Name: - Mr. Adarsh Anand
Employee Code: - S03WSIO78
Designation: - Area Sales Manager
Date of joining: 01.July.2025
Department: - Sales

Salary and compensation benefits sheet w.e.f

Sr.No	Heads	Rs, Per Month	Remarks
1	Basic	13'500	
2	House Rent Allowance (HRA)	7'100	
3	Exgratia	5'340	
4	Professional Development	4'020	
5	Medical Allowances	5'420	
6	Other Allowances	4'110	
7	Travel Allowance	6'500	
8	**Total Gross Salary Per Month**	**45'990**	**Per Month In Hand Salary**
9	**Annual Gross Salary**	**5'51'880**	**Annual In Hand Salary**
10	Gratuity@4.81% of Basic	650.0	**As Per Gratuity Act 1972 & Rules**
11	Professional Tax @5% of The Salary	2'300	**As per the Govt. Of India Act & Rules**
12	L.T.A	1'208	**As per the Co. Policy**
13	Fixed Travel Allowance	NA	**On Actuals**
14	**Total Gross CTC Per Month**	**50'148**	**Gross CTC Per Month**
15	**Annual Gross CTC**	**6'01'776**	**Gross Annual CTC.**

Note-

- Provident fund will be applicable as per rule of provident fund act 1952. Accordingly, new Employee who will draw salary (Basic and DA) more than 15,000 per month shall not be entitled for PF benefit and contribution of old employees shall be limited to 12% Rs. 15,000 per month.
- ESI benefit shall also be as per rule of ESI act. Accordingly, Employee who will draw salary (total) up to 21,000 shall only be entitled for ESI benefits.
- Deductions of TDS, Professional tax, Employee contribution of PF, ESI and shall be as per rule of the related law.
- Compensation is a personal & confidential matter between you and the company. You are not supposed to discuss or share this with anyone. Any discussion or disclosure of your compensation with anyone other than your department head or HR is liable for disciplinary action.
- The above terms and conditions for the Employee Target mentioned in Section 4-B-(ii) will be applicable for all the SHASL – Sales/Call Centers/Production and Other essential Departments.

I……can read and accept the above compensation and the conditions mentioned in the appointment letter and I will abide truly.

Date:

Signature of Employee

Name:
Place:

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Sakshi Pawar

From: Vinod Tejwani
Sent: 25 April 2025 03:30 PM
To: Anita Thapa; N Satheeshkanna
Subject: FW: Campus Recruitment- Selection as Intern/Fellow at NHSRC (IIHMR-Jaipur)

Please inform the students

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations
A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

Go Green: - Please do not print this email unless it is necessary. Every unprinted email helps the environment

From: Ms. Anjana Sahu <anjana.sahu@nhsrcindia.org>
Sent: 25 April 2025 03:28 PM
To: aditithakan@gmail.com
Cc: Brig. Sanjay Baweja <Sanjay.Baweja@nhsrcindia.org>; Dr. Neha Dumka <Neha.Dumka@nhsrcindia.org>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Ms. Anupriya Raje Singh <AnupriyaRaje.Singh@nhsrcindia.org>
Subject: Campus Recruitment- Selection as Intern/Fellow at NHSRC (IIHMR-Jaipur)

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Ms. Aditi Kashyap Thakan,

We are pleased to inform you that you have been offered an internship/Fellowship in the **Knowledge Management Division**, NHSRC.

You are requested to report to NHSRC, New Delhi Office at 9.30 AM on **15th July 2025** along with the following documents/Information:

- 3 Passport size photographs
- Post-graduation final semester Marksheet and Degree/Provisional Certificate are necessary to submit at the time of Joining.
- Bank A/c details (Bank Name & Address, Account No, IFSC Code)
- Copies of Aadhar Card and PAN Card
- Blood Group Information
- All qualification documents in original and photocopy

In case of any issues, please feel free to write to the undersigned or call at 9990832848.

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Sanganer Airport, Jaipur-302029

Regards,

Anjana Sahu
Consultant-HR
National Health Systems Resource Centre
National Institute of Health & Family Welfare Campus
Baba Gang Nath Marg, Block F, Munirka,
New Delhi, Delhi – 110067.
anjana.sahu@nhsrcindia.org
011 -2610 8983 (Extension - 104)
9990832848

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Terms of Reference (TOR) for Fellow, Knowledge Management Division (KMD)

National Health Systems Resource Centre (NHSRC) has been set up under the National Health Mission (NHM) as an autonomous registered society, to channelize technical assistance and capacity building support to the states for strengthening the public health system. The NHSRC is also mandated to contribute to health policy / programme design and evaluation. NHSRC intends recruiting fellow for its Human Resources for Health/ Health Policy and Integrated Planning Division.

Since its inception in 2006, NHSRC has been a repository of knowledge and a center of excellence for its agenda. This organization has professional linkages with a plethora of domestic and international bodies involved in the field of Public Health. There have been a number of personnel who have served with NHSRC and gained invaluable experience enabling them to graduate to next rung of professional ladder. Vast exposure to Ministry of Health and Family Welfare, and its processes is a unique feature of NHSRC.

If you have a commitment to health equity and excellence, here is a unique chance to work with a team committed to shaping the public health landscape in India. The position offers you an opportunity to participate in the process of strengthening health systems, improving health service delivery and enabling positive health outcomes, through hands on implementation assistance at National, State and District levels. Working with a transdisciplinary team, you can discover, adapt, co-create and disseminate solutions to multiple challenges related to service delivery systems, universal primary health care, human resources for health, community processes, health financing, quality of care, public health planning and health promotion. This is an opportunity to support health systems strengthening at scale, learn from district and sub district implementation, undertake knowledge translation, and enable realization of the vision of universal health coverage.

Roles & responsibilities:

- Support the activities as part of Research including Implementation Research for Health Systems Strengthening (IR HSS) and coordinate activities viz. research priority setting workshops, setting annual research agenda, etc.
- Support the rapid reviews of the projects under KMD to provide an update on a periodic basis.
- Provide technical inputs to research studies/protocols as and when required.
- Support review and analysis of published and grey literature and data available through various sources on a periodic basis, including National / State / District level survey, HMIS, Sustainable Development Goal indicators and Universal Health Coverage indicators
- Support in creating platform for partners/stakeholders to share and create evidence-based knowledge, enabling the uptake of information to strengthen the health systems interventions
- Support team in ensuring availability of information from available data sources in an easily transferrable and usable form, based on the requirement of the

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Knowledge Management and other divisions. Keep divisions abreast of latest findings on key health systems data and studies including SDG and UHC indicators

- Support in activities pertaining to data collection, collation, analysis, and report writing in coordination with Implementation Research for Health Systems Strengthening (IR-HSS), KMD
- Support in identifying best practices and innovations within states and districts and support in documentation. Undertake review of literature and stay up-to-date on current trends in health systems strengthening
- Support team in ensuring timely and high-quality responses to MoHFW and Parliament Questions pertaining to the division
- Support Knowledge Management Division on all administrative and technical matters

- **Tenure:** One Year (Fixed-Term contract)

- **Location:** New Delhi with willingness to travel to states and districts

- **Remuneration Range:** For Interns Rs. 45,000/- per month & Fellows Rs.50,000/- per month.



06-Mar-25

Aishwarya Suresh
House No-10/208, Malviya Nagar, Ravindra Public School, Jaipur, Rajasthan-302017

Dear **Aishwarya**,

Letter of Appointment

With reference to our recent discussions regarding your possible employment with **Care Health Insurance Limited**, hereafter referred to as the Company, we are pleased to offer you the position of **Manager – Medical Claims** on the following terms and conditions defined herein:

1. **Date of Joining:** Your appointment will be effective from **10-Mar-25** or any other date mutually agreed upon in writing.

2. **Place of work:** Your place of work is **Gurgaon-Vipul Tech.** Your place of work may be changed to any other location within India / any group Company, as directed by the Company from time to time. In addition, in performance of your duties for the company, you may be required to travel within and/or outside.

3. **Reporting:** You will report to **Manager – Medical Claims** or any other designate person as specified by the Company from time to time.

4. **Remuneration:** Your annual compensation package on a Total Fixed Cost (TFC) basis is **Rs. 600000(Rupees Six Lakh(s) Only).** This amount will include basic salary, taxable and non-taxable allowances & benefits, and other payments, payable as per the designate acts. Annexure 1 provides your compensation break-up, as per the applicable Compensation Structure.

5. **Medical**: You may be required to undergo medical examination by a Company appointed medical practitioner as and when directed by the Company and to comply with rules and instructions in the matter. Your services may be terminated without notice if the Company considers you unsuitable for retention in service on medical grounds.

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6. Group Insurance: You will be covered under the Group Personal Accident Insurance, Group Life Insurance and Hospitalization Insurance/ Employee's State Insurance Corporation (as applicable) in accordance with company'spolicy.

7. Hours of Work: Your hours of work will be in line with the needs of your role/function, in accordance with the company policy and provisions of applicable laws

8. Probation: You will work on probation for a period of six months from the date of joining. This may be extended at the discretion of the Company and you will continue to be on probation till a confirmation letter has been issued to you in writing. During your probation or thereafter, you shall undertake such studies /vocational courses as may be required by Company / your superiors. You may also be required to take such examinations / obtain such certifications as the Company / your superiors may require from time to time, and your confirmation / promotions/ salary enhancements etc. may be linked to your having successfully cleared the required examinations / certifications &/or successfully undergone required studies.

9. Age of Retirement: Your age of retirement will be 58 years and you shall stand relieved on retirement at the end of the month in which you attain the age of 58 years.

10. Whole Time and Attention: During your employment with the Company you shall devote your best efforts for promoting the Company's (and of any other relevant Group Company, affiliate and/ or business associate of the Company) business and may not without prior written consent of the Company(and subject to any terms and conditions the Company may impose) engage or be interested (directly or indirectly) in any other business or employment.

11. Leave: In addition to public holidays observed by the Company, you shall be entitled to a paid annual leave for each calendar year in accordance with the existing leave policy, prorated from your date of joining. The Company is covered by the Maternity Benefit Act, 1961 and the eligible employees will be entitled to the benefits like maternity leave as per the amended provisions of the Maternity Benefit Act save and except those who are covered by ESI Act since they will be entitled to the benefits as per the applicable said Act.

12. Confidentiality: You shall not during the course or even after cessation of your employment with the Company or any time thereafter, use or disclose to any other Company, firm or person, any of the business or affairs of the Company, nor shall you without the consent of the Company, publish any book, booklet, brochure or any other publication, whether for remuneration or otherwise, relating to the affairs of the Company or to your work in the Company. You shall also not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, information or documents, official or otherwise relating to the Company or its subsidiaries, except with prior approval. Any breach of this clause would be viewed with severity by the Management and a strict action shall be taken by the Company.. You may also be also required to execute and sign a separate Maintenance or Non-Disclosure Agreement.

13. Disclosure: You (including on behalf of your family) shall disclose to the Company all your business interests and any material transaction(s) with the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), whether or not they are similar to or in conflict with the business(es) or activities of the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), and all circumstances in respect thereof and whether there is, or might be, a conflict of interest between the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company) and you (and/or your

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family) during the period of your employment with the Company and for a period of 12 months after cessation of your employment.

14. Company Policies: You will be governed by the Company's policies, as applicable at your grade. The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies which are available online.

15. Return of Company Property: You shall promptly upon request by the Company and in any event upon the termination of your employment deliver to the Company all monies, securities, other properties belonging to the company, all lists of clients or customers, correspondence and all other documents, papers and records in whatever form including but not limited to electronically held data containing or referring to any trade secrets or confidential information concerning the business of the Company and any Group Company which may have been prepared by you or come into your possession, custody or control in the course of your employment including any prior employment with any Group Company. You shall not keep any copies of these items.

16. Monitoring Policy: As per Company Policy, telephone conversations of employees may be recorded and monitored for the purpose of creating record of transactions, and for compliance purposes. Any recordings will be stored securely, and will not be disclosed outside the group companies, except as required by law.

Further please note that the emails sent to you and by you may be monitored, from time to time, for the purposes of identifying any non-compliance with company policies, or applicable laws.

Any data of customers, partners, employee or company contact data is strictly prohibited for circulation to anyone outside the Company and also you should restrain the circulation of data even for internal purpose except to the concerned employees of the Company.

If such monitoring discloses any breaches of any law or company policies disciplinary action may follow, including termination from the employment.

During Employment or cessation of your employment you cannot share any such data of the company pertaining to its customers, partners, employees, sensitive information

17. Intellectual Property: Subject to any relevant legislation, if at any time in the course of your employment you make or discover or participate in the making or discovery of any letters patent, trade marks, service marks, designs, copyrights, inventions, drawings, computer programs, know- how and rights of like nature however arising and whether registered or unregistered ("intellectual property") relating to or capable of being used in the Company (and of any other relevant Group Company, affiliate and/ or business associate of the Company) you shall immediately disclose full details thereof to the Company and, at the request and expense of the Company, you shall do all things which may be necessary or desirable for obtaining appropriate forms of protection for such intellectual property in such parts of the world as may be specified by the Company and for vesting all rights in the same in the Company or its nominee.

All rights and obligations under this paragraph in respect of intellectual property made or discovered by you during your employment shall continue in full force and effect after the termination of your employment and shall be binding upon your personal representatives

The employee shall not disclose to anyone, directly or indirectly, except when the duties may

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require, during or subsequent to the term of employment, any trade secret or confidential information regarding Company's business. Trade Secrets and Confidential information for this purpose shall include, but not limited to, product information, process information, customer lists, employee details, company policies and procedures and financial information (including results, budgets and other financial plans and systems).

18. Notice Period: In case either the employer or the employee wishes to terminate the employment contract, a notice of 90 days should be served in writing by the party who wishes to terminate the contract to the other party. The Company depending on the business context and its sole discretion may allow you to pay the equivalent of the Total Fixed Cost (TFC) (*excluding gratuity and GMC if applicable)*amount in lieu of any period and / or adjust notice period against your leave balance subject to satisfactory handing over of the charges to your superior.

Notice period during probation would be 30 days or equivalent of the TFC (*excluding gratuity)* in lieu of notice.

19. Termination: 1. If any time during the course of your employment it is found that you have made a false or an incomplete declaration as regards to your qualifications/ experience and other details, your appointment will be treated void *ab initio* and you shall cease to be on the rolls of the company with immediate effect. In that case you shall not be entitled to any notice period or payment in lieuthereof.

2. If any time during the course of your employment it is found that you have:

a. committed any act of gross misconduct; or

b. committed any serious breach or repeated or continued a material breach of the terms of your employment; or

c. been guilty of conduct tending to bring yourself or the company into disrepute; or

d. been convicted of a criminal offence, other than a road traffic offence for which you are not sentenced to a term of imprisonment whether immediate or suspended; or

e. become bankrupt or made any arrangement or composition with or for the benefit of your creditors; or

f. cease to hold the qualifications necessary for you to carry out your work with the company; or

g. been found in an act of moral turpitude or having indulged in violations laws as applicable in general to the Company; or

h. been absent for a continuous period of 14 days (including absence when leave though applied for, is not granted or when you overstay period of sanctioned leave by 14 days); or

i. provided false, inaccurate or incomplete information to the company regarding your background and/or previous employment.

j. been found inefficient or lower performer as compared to other employees of your category.

In all such aforementioned cases you shall not be entitled to any notice period or payment in lieu thereof.

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20. **Performance Monitoring** :You are required to deliver performance up to the expected levels as per the targets entrusted to you by reporting officer from time to time. In case your performance is not found to be satisfactory, you will be put under an appropriate Performance Improvement Plan. In case your performance does not improve even after you are put on such plan, the Company will review the matter of continuance of your employment and take appropriate action, including but not limited to termination.

21. **Non Solicitation:** You shall not at any time during the term of your employment with the Company or thereafter for a period of six months after cessation of your employment, directly or indirectly solicit the Company's (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) personnel to leave the employment of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) or apply for employment with any third party or encourage such personnel of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to take any action or inaction that may adversely impact the performance or reputation of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) of its obligations under this Letter of Appointment and / or any other contract or adversely impact the ability of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to carry out its normal business activities.

22. **Others:** 1. It will be obligatory on your part to ensure compliance to the applicable statutes, regulations and requirements laid down by the Company, JV partners various regulatory and statutory bodies .

2. In the event of you being found acting in breach of your terms of appointment or indulged in an act of misconduct or an act that has brought disrepute to the organization, you shall render yourself liable for a disciplinary action as per the rules as applicable .

3. Clause headings do not form part or affect the interpretation of this letter of appointment.

23. **Joining Formalities:** As part of the joining formalities, you are requested to bring the following documents with you on the day of joining:

1. 3 Passport size photographs on red background (for branch offices red is not mandatory).

2. Copies of all years mark sheets of the highest qualification/Degree certificate

3. Copy of previous employer Salary Slip

4. Copy of Relieving Letter / Endorsed Resignation letter.

5. Copy of Address proof (any one) :-Ration Card/ Utility Bills/ Driving License/ Passport/ Affidavit

6. Copy of PAN Card

7. Copy of AADHAR Card

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association.

For **Care Health Insurance Limited**

Rashi Ramani

Accepted and agreed by **Aishwarya Suresh**

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Head - Human Resources

Annexure: 1

	Per Annum	Per Month
BASIC	240000	20000
ALLOWANCES		
House Rent Allowance	120000	10000
Education Allowance	128016	10668
LTA Through Salary	42000	3500
MONTHLY GROSS *		**45338**
BENEFITS:CONTRIBUTION BY ORGANISATION		
Statutory Bonus	14040	1170
Provident Fund	28800	2400
Gratuity	11544	962
GMC	15600	1300
TOTAL FIXED COST(TFC)	**600000**	

*** The following amount will be deducted from your monthly gross as your contribution towards statutory benefits**
PF - 2400

Leave Travel Allowance or Medical Allowance (if applicable) will be paid as monthly components

Gratuity (if applicable) - As per Gratuity Act, payable only after completion of 5 continuous years of service in organization.

****Guaranteed Bonus**: You will be entitled for a onetime bonus of 60000 (all relevant taxes applicable) in April'26 in lieu of performance bonus for FY 25-26. This will be subject to your being in active services (non-resigned) with Care Health Insurance Limited at the time of payout(s). To be eligible for this guaranteed bonus, you should have a minimum rating of 3 or above in FY 25-26. From year 26-27, you will be eligible to participate in the Company's Annual Incentive/Bonus Plan subject to the terms and conditions of such Plan and any amendments as may be made from time to time.

- **Deductions** The Company may during your employment, or on termination for whatever reason, deduct from your remuneration any monies due from you to the Company including but not limited to:
  - Any overpayment of salary or expenses or payment made to you by mistake or misrepresentation; and/or
  - Any outstanding loans or advances made to you by the Company; and/or Amounts equal
  - in sum to the amount of any secret/illegitimate profits that you make from the Company's business/interests; and/or
  - Any debt owed by you to the Company; and/or
  - Any other deductions permitted under applicable law including Tax.

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04-Mar-25

Akhil Soni
18 G-2 Manorma Apartments, Model Town, Shiv Shakti Nagar, Jaipur, Rajasthan

Dear Akhil,

Letter of Appointment

With reference to our recent discussions regarding your possible employment with **Care Health Insurance Limited**, hereafter referred to as the Company, we are pleased to offer you the position of **Manager – Medical Claims** on the following terms and conditions defined herein:

1. **Date of Joining:** Your appointment will be effective from **10-Mar-25** or any other date mutually agreed upon in writing.

2. **Place of work:** Your place of work is **Gurgaon-Vipul Tech**. Your place of work may be changed to any other location within India / any group Company, as directed by the Company from time to time. In addition, in performance of your duties for the company, you may be required to travel within and/or outside.

3. **Reporting:** You will report to **Manager – Medical Claims** or any other designate person as specified by the Company from time to time.

4. **Remuneration:** Your annual compensation package on a Total Fixed Cost (TFC) basis is **Rs. 600000(Rupees Six Lakh(s) Only).** This amount will include basic salary, taxable and non-taxable allowances & benefits, and other payments, payable as per the designate acts. Annexure 1 provides your compensation break-up, as per the applicable Compensation Structure.

5. **Medical**: You may be required to undergo medical examination by a Company appointed medical practitioner as and when directed by the Company and to comply with rules and instructions in the matter. Your services may be terminated without notice if the Company considers you unsuitable for retention in service on medical grounds.

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6. Group Insurance: You will be covered under the Group Personal Accident Insurance, Group Life Insurance and Hospitalization Insurance/ Employee's State Insurance Corporation (as applicable) in accordance with company'spolicy.

7. Hours of Work: Your hours of work will be in line with the needs of your role/function, in accordance with the company policy and provisions of applicable laws

8. Probation: You will work on probation for a period of six months from the date of joining. This may be extended at the discretion of the Company and you will continue to be on probation till a confirmation letter has been issued to you in writing. During your probation or thereafter, you shall undertake such studies /vocational courses as may be required by Company / your superiors. You may also be required to take such examinations / obtain such certifications as the Company / your superiors may require from time to time, and your confirmation / promotions/ salary enhancements etc. may be linked to your having successfully cleared the required examinations / certifications &/or successfully undergone required studies.

9. Age of Retirement: Your age of retirement will be 58 years and you shall stand relieved on retirement at the end of the month in which you attain the age of 58 years.

10. Whole Time and Attention: During your employment with the Company you shall devote your best efforts for promoting the Company's (and of any other relevant Group Company, affiliate and/ or business associate of the Company) business and may not without prior written consent of the Company(and subject to any terms and conditions the Company may impose) engage or be interested (directly or indirectly) in any other business or employment.

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12. Confidentiality: You shall not during the course or even after cessation of your employment with the Company or any time thereafter, use or disclose to any other Company, firm or person, any of the business or affairs of the Company, nor shall you without the consent of the Company, publish any book, booklet, brochure or any other publication, whether for remuneration or otherwise, relating to the affairs of the Company or to your work in the Company. You shall also not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, information or documents, official or otherwise relating to the Company or its subsidiaries, except with prior approval. Any breach of this clause would be viewed with severity by the Management and a strict action shall be taken by the Company.. You may also be also required to execute and sign a separate Maintenance or Non-Disclosure Agreement.

13. Disclosure: You (including on behalf of your family) shall disclose to the Company all your business interests and any material transaction(s) with the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), whether or not they are similar to or in conflict with the business(es) or activities of the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), and all circumstances in respect thereof and whether there is, or might be, a conflict of interest between the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company) and you (and/or your

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family) during the period of your employment with the Company and for a period of 12 months after cessation of your employment.

14. Company Policies: You will be governed by the Company's policies, as applicable at your grade. The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies which are available online.

15. Return of Company Property: You shall promptly upon request by the Company and in any event upon the termination of your employment deliver to the Company all monies, securities, other properties belonging to the company, all lists of clients or customers, correspondence and all other documents, papers and records in whatever form including but not limited to electronically held data containing or referring to any trade secrets or confidential information concerning the business of the Company and any Group Company which may have been prepared by you or come into your possession, custody or control in the course of your employment including any prior employment with any Group Company. You shall not keep any copies of these items.

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If such monitoring discloses any breaches of any law or company policies disciplinary action may follow, including termination from the employment.

During Employment or cessation of your employment you cannot share any such data of the company pertaining to its customers, partners, employees, sensitive information

17. Intellectual Property: Subject to any relevant legislation, if at any time in the course of your employment you make or discover or participate in the making or discovery of any letters patent, trade marks, service marks, designs, copyrights, inventions, drawings, computer programs, know- how and rights of like nature however arising and whether registered or unregistered ("intellectual property") relating to or capable of being used in the Company (and of any other relevant Group Company, affiliate and/ or business associate of the Company) you shall immediately disclose full details thereof to the Company and, at the request and expense of the Company, you shall do all things which may be necessary or desirable for obtaining appropriate forms of protection for such intellectual property in such parts of the world as may be specified by the Company and for vesting all rights in the same in the Company or its nominee.

All rights and obligations under this paragraph in respect of intellectual property made or discovered by you during your employment shall continue in full force and effect after the termination of your employment and shall be binding upon your personal representatives

The employee shall not disclose to anyone, directly or indirectly, except when the duties may

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require, during or subsequent to the term of employment, any trade secret or confidential information regarding Company's business. Trade Secrets and Confidential information for this purpose shall include, but not limited to, product information, process information, customer lists, employee details, company policies and procedures and financial information (including results, budgets and other financial plans and systems).

18. Notice Period: In case either the employer or the employee wishes to terminate the employment contract, a notice of 90 days should be served in writing by the party who wishes to terminate the contract to the other party. The Company depending on the business context and its sole discretion may allow you to pay the equivalent of the Total Fixed Cost (TFC) (*excluding gratuity and GMC if applicable)*amount in lieu of any period and / or adjust notice period against your leave balance subject to satisfactory handing over of the charges to your superior.

Notice period during probation would be 30 days or equivalent of the TFC (*excluding gratuity)* in lieu of notice.

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2. If any time during the course of your employment it is found that you have:

a. committed any act of gross misconduct; or

b. committed any serious breach or repeated or continued a material breach of the terms of your employment; or

c. been guilty of conduct tending to bring yourself or the company into disrepute; or

d. been convicted of a criminal offence, other than a road traffic offence for which you are not sentenced to a term of imprisonment whether immediate or suspended; or

e. become bankrupt or made any arrangement or composition with or for the benefit of your creditors; or

f. cease to hold the qualifications necessary for you to carry out your work with the company; or

g. been found in an act of moral turpitude or having indulged in violations laws as applicable in general to the Company; or

h. been absent for a continuous period of 14 days (including absence when leave though applied for, is not granted or when you overstay period of sanctioned leave by 14 days); or

i. provided false, inaccurate or incomplete information to the company regarding your background and/or previous employment.

j. been found inefficient or lower performer as compared to other employees of your category.

In all such aforementioned cases you shall not be entitled to any notice period or payment in lieu thereof.

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20. **Performance Monitoring** :You are required to deliver performance up to the expected levels as per the targets entrusted to you by reporting officer from time to time. In case your performance is not found to be satisfactory, you will be put under an appropriate Performance Improvement Plan. In case your performance does not improve even after you are put on such plan, the Company will review the matter of continuance of your employment and take appropriate action, including but not limited to termination.

21. **Non Solicitation:** You shall not at any time during the term of your employment with the Company or thereafter for a period of six months after cessation of your employment, directly or indirectly solicit the Company's (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) personnel to leave the employment of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) or apply for employment with any third party or encourage such personnel of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to take any action or inaction that may adversely impact the performance or reputation of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) of its obligations under this Letter of Appointment and / or any other contract or adversely impact the ability of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to carry out its normal business activities.

22. **Others:** 1. It will be obligatory on your part to ensure compliance to the applicable statutes, regulations and requirements laid down by the Company, JV partners various regulatory and statutory bodies .

2. In the event of you being found acting in breach of your terms of appointment or indulged in an act of misconduct or an act that has brought disrepute to the organization, you shall render yourself liable for a disciplinary action as per the rules as applicable .

3. Clause headings do not form part or affect the interpretation of this letter of appointment.

23. **Joining Formalities:** As part of the joining formalities, you are requested to bring the following documents with you on the day of joining:

1. 3 Passport size photographs on red background (for branch offices red is not mandatory).

2. Copies of all years mark sheets of the highest qualification/Degree certificate

3. Copy of previous employer Salary Slip

4. Copy of Relieving Letter / Endorsed Resignation letter.

5. Copy of Address proof (any one) :-Ration Card/ Utility Bills/ Driving License/ Passport/ Affidavit

6. Copy of PAN Card

7. Copy of AADHAR Card

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association.

For **Care Health Insurance Limited**

Rashi Ramani

Head - Human Resources

Accepted and agreed by **Akhil Soni**

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Annexure: 1

	Per Annum	Per Month
BASIC	240000	20000
ALLOWANCES		
House Rent Allowance	120000	10000
Education Allowance	128016	10668
LTA Through Salary	42000	3500
MONTHLY GROSS *		**45338**
BENEFITS:CONTRIBUTION BY ORGANISATION		
Statutory Bonus	14040	1170
Provident Fund	28800	2400
Gratuity	11544	962
GMC	15600	1300
TOTAL FIXED COST(TFC)	**600000**	

*** The following amount will be deducted from your monthly gross as your contribution towards statutory benefits**
PF - 2400

Leave Travel Allowance or Medical Allowance (if applicable) will be paid as monthly components

Gratuity (if applicable) - As per Gratuity Act, payable only after completion of 5 continuous years of service in organization.

****Guaranteed Bonus**: You will be entitled for a onetime bonus of 60000 (all relevant taxes applicable) in April'26 in lieu of performance bonus for FY 25-26. This will be subject to your being in active services (non-resigned) with Care Health Insurance Limited at the time of payout(s). To be eligible for this guaranteed bonus, you should have a minimum rating of 3 or above in FY 25-26. From year 26-27, you will be eligible to participate in the Company's Annual Incentive/Bonus Plan subject to the terms and conditions of such Plan and any amendments as may be made from time to time.

- **Deductions** The Company may during your employment, or on termination for whatever reason, deduct from your remuneration any monies due from you to the Company including but not limited to:
  - Any overpayment of salary or expenses or payment made to you by mistake or misrepresentation; and/or
  - Any outstanding loans or advances made to you by the Company; and/or Amounts equal
  - in sum to the amount of any secret/illegitimate profits that you make from the Company's business/interests; and/or
  - Any debt owed by you to the Company; and/or
  - Any other deductions permitted under applicable law including Tax.

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SYNERGY
360 HEALTH
INTEGRATED CARE, EVERYWHERE

REF: Synergy360/Per/Appt.
Date: 10th March 2025

Mr.Amrit Raj Kar
S/o Shri Purna Chandra Kar,
Post- Kaimi, Dumariya,East Singhbhum,
Jharkhand, 832101.

Reg.: - Appointment for the post of Business Development Manager-Trainee.

Dear Mr. Amrit,

With reference to your application and the subsequent interview held with us, Management is pleased to appoint you as **Business Development Manager-Trainee** *on the following terms & conditions w.e.f. 10th March 2025: -*

The breakup of the remuneration will be as follows.

(1) Pay Scale: -

a) You will be paid a consolidated salary of Rs.30,000/- (Thirty Thousand Only) for 03 months and will be reviewed thereafter as agreed by you at the time of final discussion, which is bifurcated as under-.

Basic Pay	Rs.	18,000/-
HRA	Rs.	9,000/-
Conveyance	Rs.	3,000/-
TOTAL	**Rs.**	**30,000/-**

(2) Place of posting:-

Your posting will be at Jaipur. During employment with the company, you may be posted / transferred to any of the offices / projects / divisions / departments and units of any of the Synergy360 Health concern existing or to be set at any other location in India.

(3) Provident Fund Scheme:-

You will be eligible to become a member of our **Provident Fund Scheme** immediately on joining, as per the rules enforced from time to time. The company contribution under this scheme is fixed at 12% of your basic salary upto maximum limit of Rs. 15000/- with a matching compulsory contribution from you. You will be required to submit necessary enrolment / transfer forms to the HRD section immediately. You will be governed by the rules enforced from time to time.

Contd...2

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PDF Scanner ACE Scanner

(4) Employees State Insurance:-

You will become a member of Employees State Insurance Scheme if it is applicable based on your salary limit as prescribed in the Act. In case you fall under the coverage of ESI Scheme you will have to contribute 0.75% of your gross salary earned by you every month and 3.25% will be contributed by the Company. The present limit of salary for ESI applicability is Rs. 21,000/- (Rs. Twenty One Thousand Only) Per Month.

(5) Gratuity Scheme: -

You will be paid gratuity as per the provisions of Payment of Gratuity Act.

(6) Probation & Confirmation: -

That in the first instance you will be on probation for a period of **one year** from the date of your joining, where after the probation period may be either extended at the discretion of the Management or may be dispensed earlier. Unless confirmed in writing you will be deemed as probationer after the expiry of the initial or extended period of probation. During the probation period your services are liable to be terminated by giving notice of fifteen days or payment of fifteen days in lieu thereof on either side. However, in the event of your resignation, the company in its sole discretion will have an option to accept the same and relieve you prior to completion of the stipulated notice of fifteen days, without any pay in lieu of the notice period.

(7) Termination of Employment: -

(a) You will automatically retire from the services of the company on attaining the superannuation age of 60 years.

(b) In the opinion of Management, you are found guilty of subordination, insolence, gross negligence and or dereliction of duty, dishonesty or embezzlement or of any conduct prejudicial to the company's interest than your services may be terminated without notice or compensation in lieu thereof.

(c) On satisfactory completion of the probation period and after your confirmation in writing except for the reasons mentioned in this appointment letter, your services can be terminated by giving notice of one month or payment of one month in lieu thereof on either side. However, in the event of your resignation, the company in its sole discretion will have an option to accept the same and relieve you prior to completion of the stipulated notice of one month, without any pay in lieu of the notice period.

Contd...3

for
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(d) If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended you shall be considered as having voluntarily terminated your employment without giving any notice unless you :-

i) Return to work within 8 days from the commencement of such absence and
ii) Give an explanation to the satisfaction of the Management regarding such absence.

(e) Force Majeure" shall mean all events which were unforeseeable at the time of this contract was signed, the occurrence and consequence of which cannot be reasonably avoided or overcome and which arise after the date of this contract and prevent total or partial performance by any party. Such events shall include earthquake, typhoon, flood, fire, war, failure of' international or domestic transportation, act of government or public agencies, epidemics, pandemics, civil disturbances, strikes and any other instances which cannot be foreseen, avoided or overcome including all instances which are accepted as force majeure in general commercial practice.

If an event of force Majeure occurs, a party's obligations under this contract affected by such an event shall be suspended during the period of delay caused by the force majeure and shall be automatically extended, without any penalty, for a period equal to such suspension.

In the event of force majeure, the parties shall immediately consult with each other in order to find an equitable solution and shall use all reasonable endeavors to minimize the consequences of such Force Majeure.

(8) General Clause:-

(a) Your age mentioned in the Matriculation / Higher Secondary certificate will be deemed to be the conclusive proof of your date of birth.

(b) You will intimate in writing to the Management any change of address within a week from change of the same, failing which any communication sent on your last recorded address shall be deemed to have been served on you.

(c) You will hand over the charge of letter of Authority or power of attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the company.

Contd...4

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SYNERGY
360 HEALTH
INTEGRATED CARE, EVERYWHERE

(d) The present designation is subject to change depending upon work assignment from time to time.

(e) Please submit the following documents, if not submitted the same earlier

i) Certificates in support of your educational professional qualifications, experience, date of birth and other testimonials in original together with copies thereof.

ii) Relieving letter from your last employer in case you are employed.

iii) Two copies of your recent passport size photographs (Colour).

This letter of appointment has been issued to you on the understanding that there is nothing in your past record which should have prevented the company to offer you an employment. If, however, it is found that your past record is objectionable or if any declaration given by you to the company proves false or you will fully suppressed any material information in such case you shall be liable for removal from the services of the company without any notice or compensation thereof.

All the dispute whatsoever will be subject to the jurisdiction of Kishangarh (Ajmer) Rajasthan.

The management expects you to join the organisation with full confidence and energy.

You are requested to kindly accept the letter of appointment by putting your signature on duplicate as a token of your acceptance.

Thanking you,

Yours faithfully,

For SYNERGY360 HEALTH PVT. LTD.,

(AUTHORISED SIGNATORY)

Accepted the above
Terms & Conditions

(AMRIT RAJ KAR)

F. No. 601, Solitaire Rejoice, Shiv Officer Colony,Jaipur-302017
Tel: 01413170268 | E.mail: administration@synergyhealth360.com | www.synergyhealth360.com

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Placements

From: Amrit Raj Kar
Sent: 11 February 2025 17:02
To: HR; Vinod Tejwani; N Satheeshkanna; Anita Thapa
Cc: Jitender Yadav; Placements
Subject: RE: Confirmation Required – Finalized Candidate Details

Dear Puujja ma'am,

I am pleased to accept the offer to join Synergy 360 Health as a BDM Trainee in the Night Shift, with my Date of Joining confirmed as 10th March 2025. I sincerely appreciate the opportunity and the confidence you have placed in me.

I am excited to contribute to the organization and look forward to working with the team. Please let me know the next steps for the onboarding process.

Thank you once again for this opportunity. I look forward to starting my journey with Synergy 360 Health.

Best regards,
Amrit Raj Kar
Ph no - 9934524294
Mail id - raj.amrit555@gmail.com

From: HR <hr@synergy360health.org>
Sent: 11 February 2025 14:40
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Cc: Jitender Yadav <administration@synergyhealth360.com>; Amrit Raj Kar <amrit.hm28@iihmr.in>
Subject: Confirmation Required – Finalized Candidate Details

hr@synergy360health.org appears similar to someone who previously sent you email, but may not be that person. Learn why this could be a risk

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Vinod Sir,

Among the students, we have finalized **Amrit Raj Kar**. His **DOJ** will be **10th March 2025**, and he will be joining as a **full-time employee for the Night shift**.

- **Designation:** BDM Trainee
- **Salary:** ₹30,000 for the first 3 months
- **Evaluation:** Post 3 months, his designation and salary will be revised as CTC 6 LPA accordingly.

Kindly confirm the same and let us know the next steps for further proceedings.

Puujja Tiwarrii
Assistant HR Manager
Synergy 360 Health

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Sanganer Airport, Jaipur-302029

Sakshi Pawar

From: Vinod Tejwani
Sent: 25 April 2025 03:31 PM
To: Anita Thapa; N Satheeshkanna
Subject: FW: Campus Recruitment- Selection as Intern/Fellow at NHSRC (IIHMR-Jaipur)

With Regards,

IIHMR UNIVERSITY

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

Go Green: - Please do not print this email unless it is necessary. Every unprinted email helps the environment

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From: Ms. Anjana Sahu <anjana.sahu@nhsrcindia.org>
Sent: 25 April 2025 03:30 PM
To: Ankit Bhonsle <ankit.hm28@iihmr.in>
Cc: Brig. Sanjay Baweja <Sanjay.Baweja@nhsrcindia.org>; Dr. Neha Dumka <Neha.Dumka@nhsrcindia.org>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Ms. Anupriya Raje Singh <AnupriyaRaje.Singh@nhsrcindia.org>
Subject: Campus Recruitment- Selection as Intern/Fellow at NHSRC (IIHMR-Jaipur)

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Dear Mr. Ankit Bhonsle,

We are pleased to inform you that you have been offered an internship/Fellowship in the **Knowledge Management Division**, NHSRC.

You are requested to report to NHSRC, New Delhi Office at 9.30 AM on **15th July 2025** along with the following documents/Information:

- 3 Passport size photographs
- Post-graduation final semester Marksheet and Degree/Provisional Certificate are necessary to submit at the time of Joining.
- Bank A/c details (Bank Name & Address, Account No, IFSC Code)
- Copies of Aadhar Card and PAN Card
- Blood Group Information
- All qualification documents in original and photocopy

In case of any issues, please feel free to write to the undersigned or call at 9990832848.

Regards,

Anjana Sahu
Consultant-HR
National Health Systems Resource Centre
National Institute of Health & Family Welfare Campus
Baba Gang Nath Marg, Block F, Munirka,
New Delhi, Delhi – 110067.
anjana.sahu@nhsrcindia.org
011 -2610 8983 (Extension - 104)
9990832848

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Terms of Reference (TOR) for Fellow, Knowledge Management Division (KMD)

National Health Systems Resource Centre (NHSRC) has been set up under the National Health Mission (NHM) as an autonomous registered society, to channelize technical assistance and capacity building support to the states for strengthening the public health system. The NHSRC is also mandated to contribute to health policy / programme design and evaluation. NHSRC intends recruiting fellow for its Human Resources for Health/ Health Policy and Integrated Planning Division.

Since its inception in 2006, NHSRC has been a repository of knowledge and a center of excellence for its agenda. This organization has professional linkages with a plethora of domestic and international bodies involved in the field of Public Health. There have been a number of personnel who have served with NHSRC and gained invaluable experience enabling them to graduate to next rung of professional ladder. Vast exposure to Ministry of Health and Family Welfare, and its processes is a unique feature of NHSRC.

If you have a commitment to health equity and excellence, here is a unique chance to work with a team committed to shaping the public health landscape in India. The position offers you an opportunity to participate in the process of strengthening health systems, improving health service delivery and enabling positive health outcomes, through hands on implementation assistance at National, State and District levels. Working with a transdisciplinary team, you can discover, adapt, co-create and disseminate solutions to multiple challenges related to service delivery systems, universal primary health care, human resources for health, community processes, health financing, quality of care, public health planning and health promotion. This is an opportunity to support health systems strengthening at scale, learn from district and sub district implementation, undertake knowledge translation, and enable realization of the vision of universal health coverage.

Roles & responsibilities:

- Support the activities as part of Research including Implementation Research for Health Systems Strengthening (IR HSS) and coordinate activities viz. research priority setting workshops, setting annual research agenda, etc.
- Support the rapid reviews of the projects under KMD to provide an update on a periodic basis.
- Provide technical inputs to research studies/protocols as and when required.
- Support review and analysis of published and grey literature and data available through various sources on a periodic basis, including National / State / District level survey, HMIS, Sustainable Development Goal indicators and Universal Health Coverage indicators
- Support in creating platform for partners/stakeholders to share and create evidence-based knowledge, enabling the uptake of information to strengthen the health systems interventions
- Support team in ensuring availability of information from available data sources in an easily transferrable and usable form, based on the requirement of the

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Knowledge Management and other divisions. Keep divisions abreast of latest findings on key health systems data and studies including SDG and UHC indicators

- Support in activities pertaining to data collection, collation, analysis, and report writing in coordination with Implementation Research for Health Systems Strengthening (IR-HSS), KMD
- Support in identifying best practices and innovations within states and districts and support in documentation. Undertake review of literature and stay up-to-date on current trends in health systems strengthening
- Support team in ensuring timely and high-quality responses to MoHFW and Parliament Questions pertaining to the division
- Support Knowledge Management Division on all administrative and technical matters

- **Tenure:** One Year (Fixed-Term contract)

- **Location:** New Delhi with willingness to travel to states and districts

- **Remuneration Range:** For Interns Rs. 45,000/- per month & Fellows Rs.50,000/- per month.

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Global Health Limited

LETTER OF INTENT

Date: 23-Dec-24

Dr. Apurva Preeyam
IIHMR, Jaipur

Dear Dr. Apurva,

Congratulations! We are pleased to offer you a position at **Global Health Limited (Medanta)** on the following terms:

1.	Designation	Trainee – Medical Administration
2.	Total all inclusive CTC	- Rs. 25,000/- (Rupees Twenty Five Thousand Only) per month as stipend during Dissertation period - Rs 6,00,000/- (Rupees Six Lakhs Only) per annum upon completing the course i.e. dissertation submitted, final exams clear and degree being awarded. (feedback from supervisor at Medanta will also play important role at this step)
3.	Date of joining	15-Mar-2025 or earlier, if possible
4.	Place of posting	Gurgaon

Company shall conduct background verification through a third party agency post your joining. **YOUR EMPLOYMENT SHALL BE SUBJECT TO SUCCESSFUL COMPLETION OF VERIFICATION AND SUBMISSION OF REPORT SATISFACTORY TO THE COMPANY**

Additionally, you shall also undergo pre-employment health check-up process and this offer will be subject to you being found medically fit. You will also be governed by the general terms and conditions as published in the detailed appointment letter given to you post joining.

LIST OF DOCUMENTS REQUIRED FOR JOINING

1	Certificates & mark sheets of class 10th, 12th, Graduation, PG(mark sheet as well as degree) or any other professional course	2 Copies of each
2	State Registration certificate (valid) from respective Clinical/Nursing/Pharmacy Council (as applicable)	
3	Internship completion certificate & Course completion certificate	
Mandatory for Doctors: All documents mentioned above in Sl. No 1 & 2 needs to be self-attested		
4	**PAN CARD**	
5	Address Proof (Aadhaar card/Passport / Voter card / Driving license)	
6	Appointment Letter and salary slip from the last employer	
7	Relieving Letter/Resignation acceptance from the last employer	
8	Experience Certificate from all previous employers	
9	Other Documents • 4 Passport Size photographs • Copy of Vehicle Registration Certificate (RC) incase parking facility is required	

Please return the duplicate copy of this letter duly signed as acknowledgement in case offer is acceptable to you. We look forward to your being part of Medanta Family.

Yours faithfully,
For **GLOBAL HEALTH LTD**

SAURABH UPADHYAY
SENIOR VICE PRESIDENT & HEAD – HUMAN RESOURCES

Accept.....

Registrar
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Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

Placements

From: Archita jain <archita5jain@gmail.com>
Sent: 16 July 2025 11:39 AM
To: Vinod Tejwani; N Satheeshkanna; Placements
Subject: Fwd: LOI

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---------- Forwarded message ---------
From: **Shiladitya Biswas** <shiladitya.biswas@indegene.com>
Date: Mon, 14 Jul 2025 at 15:58
Subject: LOI
To: Archita Jain <archita5jain@gmail.com>
Cc: Elysha Chris Barretto <elysha.barretto@indegene.com>, Sanganagouda Biradar <sanganagouda.b@indegene.com>, Shiladitya Biswas <shiladitya.biswas@indegene.com>

Requisition ID # 7558

Resume ID # 1272930 **July 14, 2025**

To,
Archita Jain ,
83/77, Pratap Nagar, Sector -8, Sanganer,Jaipur

Dear Archita,

Congratulations! You have been selected for the apprenticeship training with Indegene Limited.

The process of joining as Apprentice involves registration on the Government portal, followed by release of a contract letter of Apprenticeship training and subsequently acceptance of the contract from the candidate.

The process shared above may take 1- 2 week to get completed, however your training will commence on the date of joining Indegene. During this period, respectively from Indegene hiring team will maintain regular communication with you to facilitate closure of registration process and to answer any query which you may have.

We would also like to inform you that as part of your engagement with Indegene as Apprentice, you will be eligible to receive a monthly stipend (details shared below) and some of the benefits, details of which will be communicated separately at time of joining, which are offered for this program.

Monthly Stipend – 44333

We thank you for showing interest in the position of Apprentice at Indegene and look forward to an early joining.

With best wishes,

Bina Patil
Vice President – Human Resources

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Placements

From: Elysha Barretto (TAG) <elysha.barretto@indegene.com>
Sent: 25 June 2025 05:51 PM
To: Placements; Vinod Tejwani
Cc: Sanganagouda B (TAG); Shiladitya Biswas
Subject: Re: Indegene Campus Invitation | Project Associate
Attachments: Indegene JD_Project Associate.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Vinod,

Resending the Project Associate JD. Please have all interested candidates to register in the link below.

Thank you!

Regards,
Elysha Barretto

From: Elysha Barretto (TAG)
Sent: Wednesday, June 25, 2025 3:57:37 PM
To: Placements <placements@iihmr.edu.in>
Cc: Sanganagouda B (TAG) sanganagouda.b@indegene.com; Shiladitya Biswas shiladitya.biswas@Indegene.com
Subject: Indegene Campus Invitation | Project Associate



Dear Team,

It was pleasure connecting with you over the call,

We hope this email finds you well!

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

We are excited to express our interest in recruiting **MBA** graduates from **IIHRM University** as a part of our Campus Program for 2025..

Why join us:

We are a technology-led healthcare solutions provider. We are driven by our purpose to enable healthcare organizations be future ready. We offer accelerated, global growth opportunities for talent that's bold, industrious and nimble. With Indegene, you gain a unique career experience that celebrates entrepreneurship, and is guided by passion, innovation, collaboration and empathy. To explore exciting opportunities at the convergence of healthcare and technology, check out www.careers.indegene.com

Who we are looking for:

Our company information and the detailed job description are attached herewith. Here's a snapshot though, for your quick reference:

- Role: **Program Associate (A3)**
- CTC: [As applicable]: **6.00 Lacs p.a. Candidate will have to join the apprentice program for 1 year**

What's in store:

The evaluation process will consist of 3 elimination rounds:

Pre – Placement Talk will be conducted on Friday 27th April for all students interested to join Indegene. (please confirm the timeslot)

1. **Resume Shortlisting:** For candidates to shine a spotlight on their talent- we'd be looking for sparks that set them apart
2. **Assignment:** Technical Assessment (English & Data Interpretation – MCQ & Case study)
3. **Technical Interview:** Interview will be based on checking technical acumen, Problem-Solving and Decision-Making, Team Leadership and Collaboration. They will have the opportunity to discuss with our Hiring managers about the role and career plans.
4. **HR Interview:** Where candidates' personal values, personality traits, and professional aspirations take centre-stage in our evaluation of their culture-fit with our organization

Let's get going:

Interested candidates could confirm their application at Link:
https://career44.sapsf.com/sfcareer/jobreqcareerpvt?jobId=7558&company=indegenepr&st=C8D19A84508C638CA9A8799FC14973A1A00B8761

We look forward to an enthusiastic response from the batch. Should you have any questions or require additional information, please do not hesitate to contact us:

- POC 1: Elysha Barretto (elysha.barretto@indegene.com)
- POC 2: Sanganagouda.B (sanganagouda.b@indegene.com)
- POC 2: Shiladitya Biswas (shiladitya.biswas@indegene.com)

Thanks & Regards,
Campus Team

www.indegene.com

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R.K HIV AIDS RESEARCH AND CARE CENTRE'S
Proud Holder of Guinness World Record and Asia Book of Records
Charitable Trust - PTR-E 22227 (M)
3 Ravi Kiran Apartment, Friends Avenue, 10th Road, JVPD Scheme, Juhu, Mumbai -400049.
Mobile : 09321694402 Email : hrrkhivaids@gmail.com / info@rkhivaids.com
www.rkhivaids.com/org

Joining Letter

RK HIV AIDS Research And Care Centre
Address- 3 Ravi Kiran Apt, 10th NS Road, Friend Avenue, opp. Woodstock, Juhu, Mumbai, Maharashtra 400049
Email ID- rkhivaids@gmail.com
Phone Number- 9321694402
Date: 24/04/2025

Subject: Joining Letter for the Position of Business Development For RK HIV AIDS Research And Care Centre.

Dear Ashmin Pattanaik,

We are pleased to welcome you to **RK HIV AIDS Research and Care Centre** as a **Business Development** professional. We are confident that your skills and experience will be a valuable addition to our team.

As discussed during the interview process, your first day of employment will be on **1 June 2025**, and you will be reporting to **Dr. Dharmendra Kumar(Chairmen Of RK HIV AIDS Research And Care Centre)**. Please arrive at **10 am** and reporting location will be **3 Ravi Kiran Apt, 10th NS Road, Friend Avenue, opp. Woodstock, Juhu, Mumbai, Maharashtra 400049.**

You will undergo a **15 days training program at our Mumbai office and rest 15 days training program at field under Yogita Borkar (Project Head Of RK HIV AIDS Research And Care Centre) at Bilaspur/ Ranchi (Total one month training program)**, during which you will be introduced to our operations, values, and goals. After the completion of your training, you will be assigned to our **Mumbai office**, where your **probation period will be of three months**.

We look forward to your contributions and are excited to have you on board.

Here are the key details of your employment:

- **Position**: Business Development
- **Core Work**: Drafting Proposals, Raising Funds and working under the CSR projects
- **Reporting to**: Dr. Dharmendra Kumar (Chairmen Of RK HIV AIDS Research And Care Centre)
- **Joining Date**: 1 June 2025
- **Salary**: 50,000

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We request you to bring the following documents on your first day for completion of formalities:

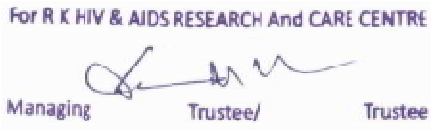
- Adhar Card
- Pan Card
- Education Certificates

Please feel free to reach out to Rajeshwari Roy Choudhury at Contact Number- 9372452540 if you have any questions.

We look forward to your contribution and wish you a successful and fulfilling career with RK HIV AIDS Research And Care Centre.

Welcome aboard!

Regards



Dr. Dharmendra Kumar
(Chairman)
RK HIV AID RESEARCH AND CARE CENTRE

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Placements

From: B. Hari Hara Krishna
Sent: 29 May 2025 02:56 PM
To: Placements
Subject: Fw: Campus Recruitment- Selection as Intern/Fellow at NHSRC (IIHMR-Jaipur)

From: B. Hari Hara Krishna <hari.hm28@iihmr.in>
Sent: Tuesday, April 29, 2025 12:44 PM
To: Ms. Anjana Sahu <anjana.sahu@nhsrcindia.org>
Subject: Re: Campus Recruitment- Selection as Intern/Fellow at NHSRC (IIHMR-Jaipur)

Subject: Thank You - Internship/Fellowship Offer - Quality & Patient Safety Division, NHSRC
Thank you so much for offering me the Fellowship position in the Quality & Patient Safety Division at NHSRC. I am truly delighted and very grateful for this opportunity.
I am excited about the prospect of contributing to NHSRC and gaining valuable experience in this field. I look forward to reporting to the NHSRC, with the required documents.
Thank you once again for this wonderful opportunity.
Sincerely,
B. Hari Hara Krishna

Sent from Outlook for Android

From: Ms. Anjana Sahu <anjana.sahu@nhsrcindia.org>
Sent: Monday, April 28, 2025 11:58:55 AM
To: B. Hari Hara Krishna <hari.hm28@iihmr.in>
Cc: Dr. J. N. Srivastava <j.n.Srivastava@nhsrcindia.org>; Brig. Sanjay Baweja <Sanjay.Baweja@nhsrcindia.org>; Ms. Anupriya Raje Singh <AnupriyaRaje.Singh@nhsrcindia.org>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Ms. Indu Suryawanshi <Indu.Suryawanshi@nhsrcindia.org>
Subject: Campus Recruitment- Selection as Intern/Fellow at NHSRC (IIHMR-Jaipur)

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mr. B.Hari Hara Krishna,

We are pleased to inform you that you have been offered an internship/Fellowship in the **Quality & Patient Safety Division**, NHSRC.

You are requested to report to NHSRC, New Delhi Office at 9.30 AM on **15th July 2025** along with the following documents/Information:

- 3 Passport size photographs
- Post-graduation final semester Marksheet and Degree/Provisional Certificate are necessary to submit at the time of Joining.
- Bank A/c details (Bank Name & Address, Account No, IFSC Code)
- Copies of Aadhar Card and PAN Card
- Blood Group Information
- All qualification documents in original and photocopy

In case of any issues, please feel free to write to the undersigned or call at 9990832848.

Regards,
Anjana Sahu
Consultant-HR
National Health Systems Resource Centre
National Institute of Health & Family Welfare Campus
Baba Gang Nath Marg, Block F, Munirka,
New Delhi, Delhi – 110067.
anjana.sahu@nhsrcindia.org
011 -2610 8983 (Extension - 104)
9990832848

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Terms of Reference (TOR) for Fellow, Quality and Patient Safety

About Quality and Patient Safety.

Ministry of Health and Family Welfare, Government of India is committed to improving the Quality of care provided in public health care facilities. Its main objectives are to

- Ensure access to quality health services for all
- Provide support to achieve universal health coverage (UHC) and Sustainable development goals (SDG)
- Ensure implementation of global best practices, evidence and policy recommendations viz. use of Standard Treatment Guidelines and Protocols; infection prevention and safety protocols; certification using checklist, assessments, and improvement cycles; continuous training and skill enhancement; implementation of reporting and feedback mechanisms, etc.
- Reduce the harm to patients & support strengthening the overall quality of health systems and
- Enhance satisfaction among users of the Government Health Facilities and reposing the trust of public in them.

Location: New Delhi

Remuneration Range: For Interns Rs. 45,000/- per month & Fellows Rs.50,000/- per month.

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05-Mar-25

Bhavika Gulati
Rlb Case Plot No 261-262 Flat No-S3,
Sanganer, Ganatpura, Jaipur, Rajasthan

Dear Bhavika,

Letter of Appointment

With reference to our recent discussions regarding your possible employment with **Care Health Insurance Limited**, hereafter referred to as the Company, we are pleased to offer you the position of **Manager – Medical Claims** on the following terms and conditions defined herein:

1. **Date of Joining:** Your appointment will be effective from **10-Mar-25** or any other date mutually agreed upon in writing.

2. **Place of work:** Your place of work is **Gurgaon-Vipul Tech.** Your place of work may be changed to any other location within India / any group Company, as directed by the Company from time to time. In addition, in performance of your duties for the company, you may be required to travel within and/or outside.

3. **Reporting:** You will report to **Manager – Medical Claims** or any other designate person as specified by the Company from time to time.

4. **Remuneration:** Your annual compensation package on a Total Fixed Cost (TFC) basis is **Rs. 600000(Rupees Six Lakh(s) Only).** This amount will include basic salary, taxable and non-taxable allowances & benefits, and other payments, payable as per the designate acts. Annexure 1 provides your compensation break-up, as per the applicable Compensation Structure.

5. **Medical**: You may be required to undergo medical examination by a Company appointed medical practitioner as and when directed by the Company and to comply with rules and instructions in the matter. Your services may be terminated without notice if the Company considers you unsuitable for retention in service on medical grounds.

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6. Group Insurance: You will be covered under the Group Personal Accident Insurance, Group Life Insurance and Hospitalization Insurance/ Employee's State Insurance Corporation (as applicable) in accordance with company'spolicy.

7. Hours of Work: Your hours of work will be in line with the needs of your role/function, in accordance with the company policy and provisions of applicable laws

8. Probation: You will work on probation for a period of six months from the date of joining. This may be extended at the discretion of the Company and you will continue to be on probation till a confirmation letter has been issued to you in writing. During your probation or thereafter, you shall undertake such studies /vocational courses as may be required by Company / your superiors. You may also be required to take such examinations / obtain such certifications as the Company / your superiors may require from time to time, and your confirmation / promotions/ salary enhancements etc. may be linked to your having successfully cleared the required examinations / certifications &/or successfully undergone required studies.

9. Age of Retirement: Your age of retirement will be 58 years and you shall stand relieved on retirement at the end of the month in which you attain the age of 58 years.

10. Whole Time and Attention: During your employment with the Company you shall devote your best efforts for promoting the Company's (and of any other relevant Group Company, affiliate and/ or business associate of the Company) business and may not without prior written consent of the Company(and subject to any terms and conditions the Company may impose) engage or be interested (directly or indirectly) in any other business or employment.

11. Leave: In addition to public holidays observed by the Company, you shall be entitled to a paid annual leave for each calendar year in accordance with the existing leave policy, prorated from your date of joining. The Company is covered by the Maternity Benefit Act, 1961 and the eligible employees will be entitled to the benefits like maternity leave as per the amended provisions of the Maternity Benefit Act save and except those who are covered by ESI Act since they will be entitled to the benefits as per the applicable said Act.

12. Confidentiality: You shall not during the course or even after cessation of your employment with the Company or any time thereafter, use or disclose to any other Company, firm or person, any of the business or affairs of the Company, nor shall you without the consent of the Company, publish any book, booklet, brochure or any other publication, whether for remuneration or otherwise, relating to the affairs of the Company or to your work in the Company. You shall also not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, information or documents, official or otherwise relating to the Company or its subsidiaries, except with prior approval. Any breach of this clause would be viewed with severity by the Management and a strict action shall be taken by the Company.. You may also be also required to execute and sign a separate Maintenance or Non-Disclosure Agreement.

13. Disclosure: You (including on behalf of your family) shall disclose to the Company all your business interests and any material transaction(s) with the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), whether or not they are similar to or in conflict with the business(es) or activities of the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), and all circumstances in respect thereof and whether there is, or might be, a conflict of interest between the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company) and you (and/or your

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family) during the period of your employment with the Company and for a period of 12 months after cessation of your employment.

14. Company Policies: You will be governed by the Company's policies, as applicable at your grade. The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies which are available online.

15. Return of Company Property: You shall promptly upon request by the Company and in any event upon the termination of your employment deliver to the Company all monies, securities, other properties belonging to the company, all lists of clients or customers, correspondence and all other documents, papers and records in whatever form including but not limited to electronically held data containing or referring to any trade secrets or confidential information concerning the business of the Company and any Group Company which may have been prepared by you or come into your possession, custody or control in the course of your employment including any prior employment with any Group Company. You shall not keep any copies of these items.

16. Monitoring Policy: As per Company Policy, telephone conversations of employees may be recorded and monitored for the purpose of creating record of transactions, and for compliance purposes. Any recordings will be stored securely, and will not be disclosed outside the group companies, except as required by law.

Further please note that the emails sent to you and by you may be monitored, from time to time, for the purposes of identifying any non-compliance with company policies, or applicable laws.

Any data of customers, partners, employee or company contact data is strictly prohibited for circulation to anyone outside the Company and also you should restrain the circulation of data even for internal purpose except to the concerned employees of the Company.

If such monitoring discloses any breaches of any law or company policies disciplinary action may follow, including termination from the employment.

During Employment or cessation of your employment you cannot share any such data of the company pertaining to its customers, partners, employees, sensitive information

17. Intellectual Property: Subject to any relevant legislation, if at any time in the course of your employment you make or discover or participate in the making or discovery of any letters patent, trade marks, service marks, designs, copyrights, inventions, drawings, computer programs, know- how and rights of like nature however arising and whether registered or unregistered ("intellectual property") relating to or capable of being used in the Company (and of any other relevant Group Company, affiliate and/ or business associate of the Company) you shall immediately disclose full details thereof to the Company and, at the request and expense of the Company, you shall do all things which may be necessary or desirable for obtaining appropriate forms of protection for such intellectual property in such parts of the world as may be specified by the Company and for vesting all rights in the same in the Company or its nominee.

All rights and obligations under this paragraph in respect of intellectual property made or discovered by you during your employment shall continue in full force and effect after the termination of your employment and shall be binding upon your personal representatives

The employee shall not disclose to anyone, directly or indirectly, except when the duties may

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require, during or subsequent to the term of employment, any trade secret or confidential information regarding Company's business. Trade Secrets and Confidential information for this purpose shall include, but not limited to, product information, process information, customer lists, employee details, company policies and procedures and financial information (including results, budgets and other financial plans and systems).

18. Notice Period: In case either the employer or the employee wishes to terminate the employment contract, a notice of 90 days should be served in writing by the party who wishes to terminate the contract to the other party. The Company depending on the business context and its sole discretion may allow you to pay the equivalent of the Total Fixed Cost (TFC) (*excluding gratuity and GMC if applicable)*amount in lieu of any period and / or adjust notice period against your leave balance subject to satisfactory handing over of the charges to your superior.

Notice period during probation would be 30 days or equivalent of the TFC (*excluding gratuity)* in lieu of notice.

19. Termination: 1. If any time during the course of your employment it is found that you have made a false or an incomplete declaration as regards to your qualifications/ experience and other details, your appointment will be treated void *ab initio* and you shall cease to be on the rolls of the company with immediate effect. In that case you shall not be entitled to any notice period or payment in lieuthereof.

2. If any time during the course of your employment it is found that you have:

a. committed any act of gross misconduct; or

b. committed any serious breach or repeated or continued a material breach of the terms of your employment; or

c. been guilty of conduct tending to bring yourself or the company into disrepute; or

d. been convicted of a criminal offence, other than a road traffic offence for which you are not sentenced to a term of imprisonment whether immediate or suspended; or

e. become bankrupt or made any arrangement or composition with or for the benefit of your creditors; or

f. cease to hold the qualifications necessary for you to carry out your work with the company; or

g. been found in an act of moral turpitude or having indulged in violations laws as applicable in general to the Company; or

h. been absent for a continuous period of 14 days (including absence when leave though applied for, is not granted or when you overstay period of sanctioned leave by 14 days); or

i. provided false, inaccurate or incomplete information to the company regarding your background and/or previous employment.

j. been found inefficient or lower performer as compared to other employees of your category.

In all such aforementioned cases you shall not be entitled to any notice period or payment in lieu thereof.

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20. **Performance Monitoring** :You are required to deliver performance up to the expected levels as per the targets entrusted to you by reporting officer from time to time. In case your performance is not found to be satisfactory, you will be put under an appropriate Performance Improvement Plan. In case your performance does not improve even after you are put on such plan, the Company will review the matter of continuance of your employment and take appropriate action, including but not limited to termination.

21. **Non Solicitation:** You shall not at any time during the term of your employment with the Company or thereafter for a period of six months after cessation of your employment, directly or indirectly solicit the Company's (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) personnel to leave the employment of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) or apply for employment with any third party or encourage such personnel of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to take any action or inaction that may adversely impact the performance or reputation of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) of its obligations under this Letter of Appointment and / or any other contract or adversely impact the ability of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to carry out its normal business activities.

22. **Others:** 1. It will be obligatory on your part to ensure compliance to the applicable statutes, regulations and requirements laid down by the Company, JV partners various regulatory and statutory bodies .

2. In the event of you being found acting in breach of your terms of appointment or indulged in an act of misconduct or an act that has brought disrepute to the organization, you shall render yourself liable for a disciplinary action as per the rules as applicable .

3. Clause headings do not form part or affect the interpretation of this letter of appointment.

23. **Joining Formalities:** As part of the joining formalities, you are requested to bring the following documents with you on the day of joining:

1. 3 Passport size photographs on red background (for branch offices red is not mandatory).

2. Copies of all years mark sheets of the highest qualification/Degree certificate

3. Copy of previous employer Salary Slip

4. Copy of Relieving Letter / Endorsed Resignation letter.

5. Copy of Address proof (any one) :-Ration Card/ Utility Bills/ Driving License/ Passport/ Affidavit

6. Copy of PAN Card

7. Copy of AADHAR Card

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association.

For **Care Health Insurance Limited**

Rashi Ramani

Head - Human Resources

Accepted and agreed by **Bhavika Gulati**

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Annexure: 1

	Per Annum	Per Month
BASIC	240000	20000
ALLOWANCES		
House Rent Allowance	120000	10000
Education Allowance	128016	10668
LTA Through Salary	42000	3500
MONTHLY GROSS *		**45338**
BENEFITS:CONTRIBUTION BY ORGANISATION		
Statutory Bonus	14040	1170
Provident Fund	28800	2400
Gratuity	11544	962
GMC	15600	1300
TOTAL FIXED COST(TFC)	**600000**	

*** The following amount will be deducted from your monthly gross as your contribution towards statutory benefits**

PF - 2400

Leave Travel Allowance or Medical Allowance (if applicable) will be paid as monthly components

Gratuity (if applicable) - As per Gratuity Act, payable only after completion of 5 continuous years of service in organization.

****Guaranteed Bonus**: You will be entitled for a onetime bonus of 60000 (all relevant taxes applicable) in April'26 in lieu of performance bonus for FY 25-26. This will be subject to your being in active services (non-resigned) with Care Health Insurance Limited at the time of payout(s). To be eligible for this guaranteed bonus, you should have a minimum rating of 3 or above in FY 25-26. From year 26-27, you will be eligible to participate in the Company's Annual Incentive/Bonus Plan subject to the terms and conditions of such Plan and any amendments as may be made from time to time.

- **Deductions** The Company may during your employment, or on termination for whatever reason, deduct from your remuneration any monies due from you to the Company including but not limited to:
  - Any overpayment of salary or expenses or payment made to you by mistake or misrepresentation; and/or
  - Any outstanding loans or advances made to you by the Company; and/or Amounts equal
  - in sum to the amount of any secret/illegitimate profits that you make from the Company's business/interests; and/or
  - Any debt owed by you to the Company; and/or
  - Any other deductions permitted under applicable law including Tax.

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KRISHIV HEALTH CARE

Date: 10/12/2024

Mr. Deep Dey

We are pleased to offer you position of "Executive" in the department of Branding & Marketing of Krishiv Khandaka Multispeciality Hospital A unit of Krishiv Health Care, Jaipur on mutually agreed terms and conditions during the interview.

Please proceed to join your duty at the earliest as the University protocols allows.

Your appointment shall be effective from the date of joining. To enable us to complete you're joining formalities, please bring along following documents in original with a self-attested photocopy at the time of joining our organization.

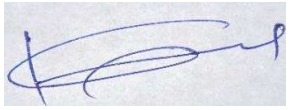
1. All Academics Certificates from SSC / equivalent onwards.
2. School leaving certificate / any proof of Date of birth.
3. PAN Card
4. Aadhar Card
5. Copy of Resignation Certificate duly acknowledged.
6. Relieving Letter from last employment.
7. Passport size photographs -6 nos.
8. Proof of two past employments.
9. Proof of last drawn salary - salary slip /bank transfer advice/ appointment/Increment letter.
10. Passport, if available.
11. Covid Vaccine Certificate.
12. Address proof (Voter's ID/ Ration card / E-Bill/ DL/ Adhar card).
13. One Cancelled Bank Cheque.
14. Any other document like Appreciation Letter, Award Certificate obtained during job.

Your appointment is subjected to verification of all the documents, medical check-up report and reference check. Your appointment is contractual in nature. Please note that delay in joining beyond the specified date may result in cancellation of this offer.

Please sign & return a copy of this letter as acceptance of the offer within 48 hours. This is a confidential document and cannot be shared by you with any third party.

Regards,

Krishiv Healthcare, Jaipur



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Authorized Signatory

Candidate Signature

Position Title: Business Development Executive
Location: Jaipur
Company: Krishiv Healthcare
Reports To: Manager, Hospital at Home
Type: Full-Time.

Job Overview:

The Business Development Executive for Hospital-at-Home Services will be responsible for developing and executing marketing and Operational strategies to promote and grow the hospital-at-home service offerings. This includes creating awareness, driving patient acquisition, and fostering partnerships with healthcare providers and other relevant stakeholders. The role requires a blend of strategic thinking, healthcare knowledge, digital marketing knowledge, and good communication skills.

Key Responsibilities:

1. Develop Marketing Strategy and Plans

- Create and implement marketing strategies to increase awareness of the hospital-at-home service offering, targeting patients, healthcare providers, insurers, and other stakeholders.
- Identify and analyze market trends, customer needs, and competitor offerings to refine the hospital-at-home service value proposition.
- Develop targeted campaigns to promote the benefits of hospital-at-home services such as convenience, cost-effectiveness, and improved patient outcomes.

2. Branding and Awareness

- Lead efforts to establish and maintain the brand identity of the hospital-at-home service within the marketplace.
- Develop messaging and materials to promote the service, including brochures, digital content, case studies, and patient testimonials.
- Organize and manage events, webinars, and outreach activities to educate healthcare professionals, patients, and caregivers about the service.

3. Lead Generation and Patient Acquisition

- Drive patient acquisition strategies through targeted digital campaigns, SEO, paid advertising, social media, email marketing, and more.
- Identify new patient channels and partnerships with healthcare providers, insurance companies, and home care agencies.

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4. Partnership Development and Relationship Management

- Build and maintain relationships with referring physicians, healthcare organizations, insurance companies, and third-party vendors to drive referrals to the hospital-at-home program.
- Collaborate with hospital administration and clinical teams to ensure seamless integration of marketing efforts with service delivery.
- Educate healthcare professionals on the benefits and logistics of hospital-at-home services, helping to drive patient referrals.

5. Digital Marketing & Content Creation

- Manage the hospital-at-home service's online presence, including the website, social media platforms, and digital advertising.
- Develop content (articles, blogs, videos, etc.) that communicates the benefits and success stories of the hospital-at-home model to engage prospective patients and healthcare providers.
- Monitor and analyze digital marketing campaigns for effectiveness, making adjustments as needed to optimize performance.

6. Market Research and Reporting

- Conduct market research to understand patient and caregiver preferences, competitive offerings, and industry trends.
- Measure and report on the effectiveness of marketing campaigns, using data to refine strategies and maximize ROI.
- Stay informed about healthcare regulations, payer policies, and trends impacting the hospital-at-home model to adapt marketing strategies accordingly.

7. Collaboration with Internal Teams

- Work closely with the operations and clinical teams to ensure that marketing messages align with service delivery and patient experience.
- Provide input on the development of service packages, pricing strategies, and patient education materials.
- Ensure that all marketing efforts are compliant with healthcare regulations.

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Qualifications:

- **Education:**
  Bachelor's degree in Marketing, Healthcare Management, Business Administration, or a related field. A Master's degree is a plus.
- **Experience:**
  - Minimum 0-3 years of experience in healthcare marketing, preferably within a hospital-at-home or home healthcare environment.
  - Proven track record in developing and executing successful marketing campaigns for healthcare services.
  - Must be having Knowledge of digital marketing, lead generation, and content creation.
- **Skills & Abilities:**
  - Strong written and verbal communication skills.
  - Knowledge of digital marketing tools (Google, social media platforms, email marketing software, etc.).
  - Strong project management skills with the ability to prioritize tasks and meet deadlines in a fast-paced environment.
  - Ability to work cross-functionally with clinical teams, operations, and senior leadership.

Preferred Qualifications:

- Knowledge of healthcare marketing or telemedicine platforms.
- Familiarity with customer relationship management (CRM) tools and marketing automation platforms.

Work Environment:

- Office and Market based both.
- Flexibility to work remotely or hybrid as needed.
- Must be having vehicle.

Benefits:

- CTC Offered– For Initial Training Period the Stipend will be 25,000 PM, after Training period The CTC will 6 LPA and Above Based on the Performance Evaluation.

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04-Mar-25

Digvijay Singh Rajawat
4/2 I.M.T.I Colony Dadabadi Kota Rajasthan

Dear Digvijay,

Letter of Appointment

With reference to our recent discussions regarding your possible employment with **Care Health Insurance Limited**, hereafter referred to as the Company, we are pleased to offer you the position of **Manager – Medical Claims** on the following terms and conditions defined herein:

1. **Date of Joining:** Your appointment will be effective from **10-Mar-25** or any other date mutually agreed upon in writing.

2. **Place of work:** Your place of work is **Gurgaon-Vipul Tech**. Your place of work may be changed to any other location within India / any group Company, as directed by the Company from time to time. In addition, in performance of your duties for the company, you may be required to travel within and/or outside.

3. **Reporting:** You will report to **Manager – Medical Claims** or any other designate person as specified by the Company from time to time.

4. **Remuneration:** Your annual compensation package on a Total Fixed Cost (TFC) basis is **Rs. 600000(Rupees Six Lakh(s) Only).** This amount will include basic salary, taxable and non-taxable allowances & benefits, and other payments, payable as per the designate acts. Annexure 1 provides your compensation break-up, as per the applicable Compensation Structure.

5. **Medical**: You may be required to undergo medical examination by a Company appointed medical practitioner as and when directed by the Company and to comply with rules and instructions in the matter. Your services may be terminated without notice if the Company considers you unsuitable for retention in service on medical grounds.

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6. Group Insurance: You will be covered under the Group Personal Accident Insurance, Group Life Insurance and Hospitalization Insurance/ Employee's State Insurance Corporation (as applicable) in accordance with company'spolicy.

7. Hours of Work: Your hours of work will be in line with the needs of your role/function, in accordance with the company policy and provisions of applicable laws

8. Probation: You will work on probation for a period of six months from the date of joining. This may be extended at the discretion of the Company and you will continue to be on probation till a confirmation letter has been issued to you in writing. During your probation or thereafter, you shall undertake such studies /vocational courses as may be required by Company / your superiors. You may also be required to take such examinations / obtain such certifications as the Company / your superiors may require from time to time, and your confirmation / promotions/ salary enhancements etc. may be linked to your having successfully cleared the required examinations / certifications &/or successfully undergone required studies.

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12. Confidentiality: You shall not during the course or even after cessation of your employment with the Company or any time thereafter, use or disclose to any other Company, firm or person, any of the business or affairs of the Company, nor shall you without the consent of the Company, publish any book, booklet, brochure or any other publication, whether for remuneration or otherwise, relating to the affairs of the Company or to your work in the Company. You shall also not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, information or documents, official or otherwise relating to the Company or its subsidiaries, except with prior approval. Any breach of this clause would be viewed with severity by the Management and a strict action shall be taken by the Company.. You may also be also required to execute and sign a separate Maintenance or Non-Disclosure Agreement.

13. Disclosure: You (including on behalf of your family) shall disclose to the Company all your business interests and any material transaction(s) with the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), whether or not they are similar to or in conflict with the business(es) or activities of the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), and all circumstances in respect thereof and whether there is, or might be, a conflict of interest between the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company) and you (and/or your

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All rights and obligations under this paragraph in respect of intellectual property made or discovered by you during your employment shall continue in full force and effect after the termination of your employment and shall be binding upon your personal representatives

The employee shall not disclose to anyone, directly or indirectly, except when the duties may

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require, during or subsequent to the term of employment, any trade secret or confidential information regarding Company's business. Trade Secrets and Confidential information for this purpose shall include, but not limited to, product information, process information, customer lists, employee details, company policies and procedures and financial information (including results, budgets and other financial plans and systems).

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a. committed any act of gross misconduct; or

b. committed any serious breach or repeated or continued a material breach of the terms of your employment; or

c. been guilty of conduct tending to bring yourself or the company into disrepute; or

d. been convicted of a criminal offence, other than a road traffic offence for which you are not sentenced to a term of imprisonment whether immediate or suspended; or

e. become bankrupt or made any arrangement or composition with or for the benefit of your creditors; or

f. cease to hold the qualifications necessary for you to carry out your work with the company; or

g. been found in an act of moral turpitude or having indulged in violations laws as applicable in general to the Company; or

h. been absent for a continuous period of 14 days (including absence when leave though applied for, is not granted or when you overstay period of sanctioned leave by 14 days); or

i. provided false, inaccurate or incomplete information to the company regarding your background and/or previous employment.

j. been found inefficient or lower performer as compared to other employees of your category.

In all such aforementioned cases you shall not be entitled to any notice period or payment in lieu thereof.

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20. **Performance Monitoring** :You are required to deliver performance up to the expected levels as per the targets entrusted to you by reporting officer from time to time. In case your performance is not found to be satisfactory, you will be put under an appropriate Performance Improvement Plan. In case your performance does not improve even after you are put on such plan, the Company will review the matter of continuance of your employment and take appropriate action, including but not limited to termination.

21. **Non Solicitation:** You shall not at any time during the term of your employment with the Company or thereafter for a period of six months after cessation of your employment, directly or indirectly solicit the Company's (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) personnel to leave the employment of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) or apply for employment with any third party or encourage such personnel of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to take any action or inaction that may adversely impact the performance or reputation of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) of its obligations under this Letter of Appointment and / or any other contract or adversely impact the ability of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to carry out its normal business activities.

22. **Others:** 1. It will be obligatory on your part to ensure compliance to the applicable statutes, regulations and requirements laid down by the Company, JV partners various regulatory and statutory bodies .

2. In the event of you being found acting in breach of your terms of appointment or indulged in an act of misconduct or an act that has brought disrepute to the organization, you shall render yourself liable for a disciplinary action as per the rules as applicable .

3. Clause headings do not form part or affect the interpretation of this letter of appointment.

23. **Joining Formalities:** As part of the joining formalities, you are requested to bring the following documents with you on the day of joining:

1. 3 Passport size photographs on red background (for branch offices red is not mandatory).

2. Copies of all years mark sheets of the highest qualification/Degree certificate

3. Copy of previous employer Salary Slip

4. Copy of Relieving Letter / Endorsed Resignation letter.

5. Copy of Address proof (any one) :-Ration Card/ Utility Bills/ Driving License/ Passport/ Affidavit

6. Copy of PAN Card

7. Copy of AADHAR Card

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association.

For **Care Health Insurance Limited**

Rashi Ramani

Head - Human Resources

Accepted and agreed by **Digvijay Singh Rajawat**

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The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Annexure: 1

	Per Annum	Per Month
BASIC	240000	20000
ALLOWANCES		
House Rent Allowance	120000	10000
Education Allowance	128016	10668
LTA Through Salary	42000	3500
MONTHLY GROSS *		**45338**
BENEFITS:CONTRIBUTION BY ORGANISATION		
Statutory Bonus	14040	1170
Provident Fund	28800	2400
Gratuity	11544	962
GMC	15600	1300
TOTAL FIXED COST(TFC)	**600000**	

*** The following amount will be deducted from your monthly gross as your contribution towards statutory benefits**

PF - 2400

Leave Travel Allowance or Medical Allowance (if applicable) will be paid as monthly components

Gratuity (if applicable) - As per Gratuity Act, payable only after completion of 5 continuous years of service in organization.

****Guaranteed Bonus**: You will be entitled for a onetime bonus of 60000 (all relevant taxes applicable) in April'26 in lieu of performance bonus for FY 25-26. This will be subject to your being in active services (non-resigned) with Care Health Insurance Limited at the time of payout(s). To be eligible for this guaranteed bonus, you should have a minimum rating of 3 or above in FY 25-26. From year 26-27, you will be eligible to participate in the Company's Annual Incentive/Bonus Plan subject to the terms and conditions of such Plan and any amendments as may be made from time to time.

- **Deductions** The Company may during your employment, or on termination for whatever reason, deduct from your remuneration any monies due from you to the Company including but not limited to:
  - Any overpayment of salary or expenses or payment made to you by mistake or misrepresentation; and/or
  - Any outstanding loans or advances made to you by the Company; and/or Amounts equal
  - in sum to the amount of any secret/illegitimate profits that you make from the Company's business/interests; and/or
  - Any debt owed by you to the Company; and/or
  - Any other deductions permitted under applicable law including Tax.

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care HEALTH INSURANCE

BEST HEALTH INSURANCE COMPANY IN RURAL SECTOR | CLAIMS SERVICE LEADER OF THE YEAR
INDIA INSURANCE SUMMIT & AWARDS 2024

05-Mar-25

Ila Gupta
H.No 6/375, Near Farsh Bazar Doonger Mohalla Shahdara East Delhi.

Dear Ila,

Letter of Appointment

With reference to our recent discussions regarding your possible employment with **Care Health Insurance Limited**, hereafter referred to as the Company, we are pleased to offer you the position of **Manager – Medical Claims** on the following terms and conditions defined herein:

1. **Date of Joining:** Your appointment will be effective from **10-Mar-25** or any other date mutually agreed upon in writing.

2. **Place of work:** Your place of work is **Gurgaon-Vipul Tech**. Your place of work may be changed to any other location within India / any group Company, as directed by the Company from time to time. In addition, in performance of your duties for the company, you may be required to travel within and/or outside.

3. **Reporting:** You will report to **Manager – Medical Claims** or any other designate person as specified by the Company from time to time.

4. **Remuneration:** Your annual compensation package on a Total Fixed Cost (TFC) basis is **Rs. 600000(Rupees Six Lakh(s) Only).** This amount will include basic salary, taxable and non-taxable allowances & benefits, and other payments, payable as per the designate acts. Annexure 1 provides your compensation break-up, as per the applicable Compensation Structure.

5. **Medical:** You may be required to undergo medical examination by a Company appointed medical practitioner as and when directed by the Company and to comply with rules and instructions in the matter. Your services may be terminated without notice if the Company considers you unsuitable for retention in service on medical grounds.

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6. **Group Insurance**: You will be covered under the Group Personal Accident Insurance, Group Life Insurance and Hospitalization Insurance/ Employee's State Insurance Corporation (as applicable) in accordance with company's policy.

7. **Hours of Work:** Your hours of work will be in line with the needs of your role/function, in accordance with the company policy and provisions of applicable laws

8. **Probation:** You will work on probation for a period of six months from the date of joining. This may be extended at the discretion of the Company and you will continue to be on probation till a confirmation letter has been issued to you in writing. During your probation or thereafter, you shall undertake such studies /vocational courses as may be required by Company / your superiors. You may also be required to take such examinations / obtain such certifications as the Company / your superiors may require from time to time, and your confirmation / promotions/ salary enhancements etc. may be linked to your having successfully cleared the required examinations / certifications &/or successfully undergone required studies.

9. **Age of Retirement:** Your age of retirement will be 58 years and you shall stand relieved on retirement at the end of the month in which you attain the age of 58 years.

10. **Whole Time and Attention:** During your employment with the Company you shall devote your best efforts for promoting the Company's (and of any other relevant Group Company, affiliate and/ or business associate of the Company) business and may not without prior written consent of the Company(and subject to any terms and conditions the Company may impose) engage or be interested (directly or indirectly) in any other business or employment.

11. **Leave:** In addition to public holidays observed by the Company, you shall be entitled to a paid annual leave for each calendar year in accordance with the existing leave policy, prorated from your date of joining. The Company is covered by the Maternity Benefit Act, 1961 and the eligible employees will be entitled to the benefits like maternity leave as per the amended provisions of the Maternity Benefit Act save and except those who are covered by ESI Act since they will be entitled to the benefits as per the applicable said Act.

12. **Confidentiality:** You shall not during the course or even after cessation of your employment with the Company or any time thereafter, use or disclose to any other Company, firm or person, any of the business or affairs of the Company, nor shall you without the consent of the Company, publish any book, booklet, brochure or any other publication, whether for remuneration or otherwise, relating to the affairs of the Company or to your work in the Company. You shall also not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, information or documents, official or otherwise relating to the Company or its subsidiaries, except with prior approval. Any breach of this clause would be viewed with severity by the Management and a strict action shall be taken by the Company.. You may also be also required to execute and sign a separate Maintenance or Non-Disclosure Agreement.

13. **Disclosure:** You (including on behalf of your family) shall disclose to the Company all your business interests and any material transaction(s) with the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), whether or not they are similar to or in conflict with the business(es) or activities of the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), and all circumstances in respect thereof and whether there is, or might be, a conflict of interest between the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company) and you (and/or your

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family) during the period of your employment with the Company and for a period of 12 months after cessation of your employment.

14. Company Policies: You will be governed by the Company's policies, as applicable at your grade. The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies which are available online.

15. Return of Company Property: You shall promptly upon request by the Company and in any event upon the termination of your employment deliver to the Company all monies, securities, other properties belonging to the company, all lists of clients or customers, correspondence and all other documents, papers and records in whatever form including but not limited to electronically held data containing or referring to any trade secrets or confidential information concerning the business of the Company and any Group Company which may have been prepared by you or come into your possession, custody or control in the course of your employment including any prior employment with any Group Company. You shall not keep any copies of these items.

16. Monitoring Policy: As per Company Policy, telephone conversations of employees may be recorded and monitored for the purpose of creating record of transactions, and for compliance purposes. Any recordings will be stored securely, and will not be disclosed outside the group companies, except as required by law.

Further please note that the emails sent to you and by you may be monitored, from time to time, for the purposes of identifying any non-compliance with company policies, or applicable laws.

Any data of customers, partners, employee or company contact data is strictly prohibited for circulation to anyone outside the Company and also you should restrain the circulation of data even for internal purpose except to the concerned employees of the Company.

If such monitoring discloses any breaches of any law or company policies disciplinary action may follow, including termination from the employment.

During Employment or cessation of your employment you cannot share any such data of the company pertaining to its customers, partners, employees, sensitive information

17. Intellectual Property: Subject to any relevant legislation, if at any time in the course of your employment you make or discover or participate in the making or discovery of any letters patent, trade marks, service marks, designs, copyrights, inventions, drawings, computer programs, know- how and rights of like nature however arising and whether registered or unregistered ("intellectual property") relating to or capable of being used in the Company (and of any other relevant Group Company, affiliate and/ or business associate of the Company) you shall immediately disclose full details thereof to the Company and, at the request and expense of the Company, you shall do all things which may be necessary or desirable for obtaining appropriate forms of protection for such intellectual property in such parts of the world as may be specified by the Company and for vesting all rights in the same in the Company or its nominee.

All rights and obligations under this paragraph in respect of intellectual property made or discovered by you during your employment shall continue in full force and effect after the termination of your employment and shall be binding upon your personal representatives

The employee shall not disclose to anyone, directly or indirectly, except when the duties may

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require, during or subsequent to the term of employment, any trade secret or confidential information regarding Company's business. Trade Secrets and Confidential information for this purpose shall include, but not limited to, product information, process information, customer lists, employee details, company policies and procedures and financial information (including results, budgets and other financial plans and systems).

18. **Notice Period:** In case either the employer or the employee wishes to terminate the employment contract, a notice of 90 days should be served in writing by the party who wishes to terminate the contract to the other party. The Company depending on the business context and its sole discretion may allow you to pay the equivalent of the Total Fixed Cost (TFC) (*excluding gratuity and GMC if applicable)*amount in lieu of any period and / or adjust notice period against your leave balance subject to satisfactory handing over of the charges to your superior.

Notice period during probation would be 30 days or equivalent of the TFC (*excluding gratuity)* in lieu of notice.

19. **Termination:** 1. If any time during the course of your employment it is found that you have made a false or an incomplete declaration as regards to your qualifications/ experience and other details, your appointment will be treated void *ab initio* and you shall cease to be on the rolls of the company with immediate effect. In that case you shall not be entitled to any notice period or payment in lieuthereof.

2. If any time during the course of your employment it is found that you have:

a. committed any act of gross misconduct; or

b. committed any serious breach or repeated or continued a material breach of the terms of your employment; or

c. been guilty of conduct tending to bring yourself or the company into disrepute; or

d. been convicted of a criminal offence, other than a road traffic offence for which you are not sentenced to a term of imprisonment whether immediate or suspended; or

e. become bankrupt or made any arrangement or composition with or for the benefit of your creditors; or

f. cease to hold the qualifications necessary for you to carry out your work with the company; or

g. been found in an act of moral turpitude or having indulged in violations laws as applicable in general to the Company; or

h. been absent for a continuous period of 14 days (including absence when leave though applied for, is not granted or when you overstay period of sanctioned leave by 14 days); or

i. provided false, inaccurate or incomplete information to the company regarding your background and/or previous employment.

j. been found inefficient or lower performer as compared to other employees of your category.

In all such aforementioned cases you shall not be entitled to any notice period or payment in lieu thereof.

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20. **Performance Monitoring** :You are required to deliver performance up to the expected levels as per the targets entrusted to you by reporting officer from time to time. In case your performance is not found to be satisfactory, you will be put under an appropriate Performance Improvement Plan. In case your performance does not improve even after you are put on such plan, the Company will review the matter of continuance of your employment and take appropriate action, including but not limited totermination.

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1. 3 Passport size photographs on red background (for branch offices red is not mandatory).

2. Copies of all years mark sheets of the highest qualification/Degree certificate

3. Copy of previous employer SalarySlip

4. Copy of Relieving Letter / Endorsed Resignation letter.

5. Copy of Address proof (any one) :-Ration Card/ Utility Bills/ Driving License/ Passport/ Affidavit

6. Copy of PAN Card

7. Copy of AADHAR Card

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association.

For **Care Health Insurance Limited**

Rashi Ramani

Head - Human Resources

Accepted and agreed by **Ila Gupta**

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The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Annexure: 1

	Per Annum	Per Month
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ALLOWANCES		
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Provident Fund	28800	2400
Gratuity	11544	962
GMC	15600	1300
TOTAL FIXED COST(TFC)	**600000**	

*** The following amount will be deducted from your monthly gross as your contribution towards statutory benefits**
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Leave Travel Allowance or Medical Allowance (if applicable) will be paid as monthly components

Gratuity (if applicable) - As per Gratuity Act, payable only after completion of 5 continuous years of service in organization.

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- **Deductions** The Company may during your employment, or on termination for whatever reason, deduct from your remuneration any monies due from you to the Company including but not limited to:
  - Any overpayment of salary or expenses or payment made to you by mistake or misrepresentation; and/or
  - Any outstanding loans or advances made to you by the Company; and/or Amounts equal
  - in sum to the amount of any secret/illegitimate profits that you make from the Company's business/interests; and/or
  - Any debt owed by you to the Company; and/or
  - Any other deductions permitted under applicable law including Tax.

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Global Health Limited

LETTER OF INTENT

Date: 23-Dec-24

Ms. Ishita Gupta
IIHMR, Jaipur

Dear Ms. Ishita,

Congratulations! We are pleased to offer you a position at **Global Health Limited (Medanta)** on the following terms:

1.	Designation	Trainee – Medical Administration
2.	Total all inclusive CTC	- Rs. 25,000/- (Rupees Twenty Five Thousand Only) per month as stipend during Dissertation period - Rs 6,00,000/- (Rupees Six Lakhs Only) per annum upon completing the course i.e. dissertation submitted, final exams clear and degree being awarded. (feedback from supervisor at Medanta will also play important role at this step)
3.	Date of joining	15-Mar-2025 or earlier, if possible
4.	Place of posting	Gurgaon

Company shall conduct background verification through a third party agency post your joining. **YOUR EMPLOYMENT SHALL BE SUBJECT TO SUCCESSFUL COMPLETION OF VERIFICATION AND SUBMISSION OF REPORT SATISFACTORY TO THE COMPANY**

Additionally, you shall also undergo pre-employment health check-up process and this offer will be subject to you being found medically fit. You will also be governed by the general terms and conditions as published in the detailed appointment letter given to you post joining.

LIST OF DOCUMENTS REQUIRED FOR JOINING

1	Certificates & mark sheets of class 10th, 12th, Graduation, PG(mark sheet as well as degree) or any other professional course	2 Copies of each
2	State Registration certificate (valid) from respective Clinical/Nursing/Pharmacy Council (as applicable)	
3	Internship completion certificate & Course completion certificate	
Mandatory for Doctors: All documents mentioned above in Sl. No 1 & 2 needs to be self-attested		
4	**PAN CARD**	
5	Address Proof (Aadhaar card/Passport / Voter card / Driving license)	
6	Appointment Letter and salary slip from the last employer	
7	Relieving Letter/Resignation acceptance from the last employer	
8	Experience Certificate from all previous employers	
9	Other Documents • 4 Passport Size photographs • Copy of Vehicle Registration Certificate (RC) incase parking facility is required	

Please return the duplicate copy of this letter duly signed as acknowledgement in case offer is acceptable to you. We look forward to your being part of Medanta Family.

Yours faithfully,
For **GLOBAL HEALTH LTD**

SAURABH UPADHYAY
SENIOR VICE PRESIDENT & HEAD – HUMAN RESOURCES

Accept.....

Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

KRISHIV HEALTH CARE

Date: 10/12/2024

Dr. Kratika Naruka

We are pleased to offer you position of "Executive" in the department of Branding & Marketing of Hospital at Home A unit of Krishiv Health Care, Jaipur on mutually agreed terms and conditions during the interview.

Please proceed to join your duty at the earliest as the University protocols allows.

Your appointment shall be effective from the date of joining. To enable us to complete you're joining formalities, please bring along following documents in original with a self-attested photocopy at the time of joining our organization.

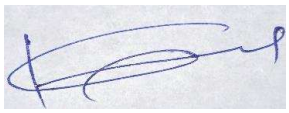
1. All Academics Certificates from SSC / equivalent onwards.
2. School leaving certificate / any proof of Date of birth.
3. PAN Card
4. Aadhar Card
5. Copy of Resignation Certificate duly acknowledged.
6. Relieving Letter from last employment.
7. Passport size photographs -6 nos.
8. Proof of two past employments.
9. Proof of last drawn salary - salary slip /bank transfer advice/ appointment/Increment letter.
10. Passport, if available.
11. Covid Vaccine Certificate.
12. Address proof (Voter's ID/ Ration card / E-Bill/ DL/ Adhar card).
13. One Cancelled Bank Cheque.
14. Any other document like Appreciation Letter, Award Certificate obtained during job.

Your appointment is subjected to verification of all the documents, medical check-up report and reference check. Your appointment is contractual in nature. Please note that delay in joining beyond the specified date may result in cancellation of this offer.

Please sign & return a copy of this letter as acceptance of the offer within 48 hours. This is a confidential document and cannot be shared by you with any third party.

Regards,

Krishiv Healthcare, Jaipur



Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Authorized Signatory

Candidate Signature

Position Title: Business Development Executive
Location: Jaipur
Company: Krishiv Healthcare
Reports To: Manager, Hospital at Home
Type: Full-Time.

Job Overview:

The Business Development Executive for Hospital-at-Home Services will be responsible for developing and executing marketing and Operational strategies to promote and grow the hospital-at-home service offerings. This includes creating awareness, driving patient acquisition, and fostering partnerships with healthcare providers and other relevant stakeholders. The role requires a blend of strategic thinking, healthcare knowledge, digital marketing knowledge, and good communication skills.

Key Responsibilities:

1. Develop Marketing Strategy and Plans

- Create and implement marketing strategies to increase awareness of the hospital-at-home service offering, targeting patients, healthcare providers, insurers, and other stakeholders.
- Identify and analyze market trends, customer needs, and competitor offerings to refine the hospital-at-home service value proposition.
- Develop targeted campaigns to promote the benefits of hospital-at-home services such as convenience, cost-effectiveness, and improved patient outcomes.

2. Branding and Awareness

- Lead efforts to establish and maintain the brand identity of the hospital-at-home service within the marketplace.
- Develop messaging and materials to promote the service, including brochures, digital content, case studies, and patient testimonials.
- Organize and manage events, webinars, and outreach activities to educate healthcare professionals, patients, and caregivers about the service.

3. Lead Generation and Patient Acquisition

- Drive patient acquisition strategies through targeted digital campaigns, SEO, paid advertising, social media, email marketing, and more.
- Identify new patient channels and partnerships with healthcare providers, insurance companies, and home care agencies.

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4. Partnership Development and Relationship Management

- Build and maintain relationships with referring physicians, healthcare organizations, insurance companies, and third-party vendors to drive referrals to the hospital-at-home program.
- Collaborate with hospital administration and clinical teams to ensure seamless integration of marketing efforts with service delivery.
- Educate healthcare professionals on the benefits and logistics of hospital-at-home services, helping to drive patient referrals.

5. Digital Marketing & Content Creation

- Manage the hospital-at-home service's online presence, including the website, social media platforms, and digital advertising.
- Develop content (articles, blogs, videos, etc.) that communicates the benefits and success stories of the hospital-at-home model to engage prospective patients and healthcare providers.
- Monitor and analyze digital marketing campaigns for effectiveness, making adjustments as needed to optimize performance.

6. Market Research and Reporting

- Conduct market research to understand patient and caregiver preferences, competitive offerings, and industry trends.
- Measure and report on the effectiveness of marketing campaigns, using data to refine strategies and maximize ROI.
- Stay informed about healthcare regulations, payer policies, and trends impacting the hospital-at-home model to adapt marketing strategies accordingly.

7. Collaboration with Internal Teams

- Work closely with the operations and clinical teams to ensure that marketing messages align with service delivery and patient experience.
- Provide input on the development of service packages, pricing strategies, and patient education materials.
- Ensure that all marketing efforts are compliant with healthcare regulations.

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Qualifications:

- **Education:**
  Bachelor's degree in Marketing, Healthcare Management, Business Administration, or a related field. A Master's degree is a plus.
- **Experience:**
  - Minimum 0-3 years of experience in healthcare marketing, preferably within a hospital-at-home or home healthcare environment.
  - Proven track record in developing and executing successful marketing campaigns for healthcare services.
  - Must be having Knowledge of digital marketing, lead generation, and content creation.
- **Skills & Abilities:**
  - Strong written and verbal communication skills.
  - Knowledge of digital marketing tools (Google, social media platforms, email marketing software, etc.).
  - Strong project management skills with the ability to prioritize tasks and meet deadlines in a fast-paced environment.
  - Ability to work cross-functionally with clinical teams, operations, and senior leadership.

Preferred Qualifications:

- Knowledge of healthcare marketing or telemedicine platforms.
- Familiarity with customer relationship management (CRM) tools and marketing automation platforms.

Work Environment:

- Office and Market based both.
- Flexibility to work remotely or hybrid as needed.
- Must be having vehicle.

Benefits:

- CTC Offered– For Initial Training Period the Stipend will be 25,000 PM, after Training period The CTC will 6 LPA and Above Based on the Performance Evaluation.

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KRISHIV HEALTH CARE

Date: 10/12/2024

Ms. Mahima Das

We are pleased to offer you position of "Executive" in the department of Branding & Marketing of Hospital at Home A unit of Krishiv Health Care, Jaipur on mutually agreed terms and conditions during the interview.

Please proceed to join your duty at the earliest as the University protocols allows.

Your appointment shall be effective from the date of joining. To enable us to complete you're joining formalities, please bring along following documents in original with a self-attested photocopy at the time of joining our organization.

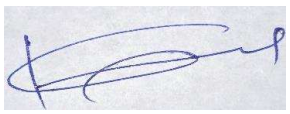
1. All Academics Certificates from SSC / equivalent onwards.
2. School leaving certificate / any proof of Date of birth.
3. PAN Card
4. Aadhar Card
5. Copy of Resignation Certificate duly acknowledged.
6. Relieving Letter from last employment.
7. Passport size photographs -6 nos.
8. Proof of two past employments.
9. Proof of last drawn salary - salary slip /bank transfer advice/ appointment/Increment letter.
10. Passport, if available.
11. Covid Vaccine Certificate.
12. Address proof (Voter's ID/ Ration card / E-Bill/ DL/ Adhar card).
13. One Cancelled Bank Cheque.
14. Any other document like Appreciation Letter, Award Certificate obtained during job.

Your appointment is subjected to verification of all the documents, medical check-up report and reference check. Your appointment is contractual in nature. Please note that delay in joining beyond the specified date may result in cancellation of this offer.

Please sign & return a copy of this letter as acceptance of the offer within 48 hours. This is a confidential document and cannot be shared by you with any third party.

Regards,

Krishiv Healthcare, Jaipur



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The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Authorized Signatory

Candidate Signature

Position Title: Business Development Executive
Location: Jaipur
Company: Krishiv Healthcare
Reports To: Manager, Hospital at Home
Type: Full-Time.

Job Overview:

The Business Development Executive for Hospital-at-Home Services will be responsible for developing and executing marketing and Operational strategies to promote and grow the hospital-at-home service offerings. This includes creating awareness, driving patient acquisition, and fostering partnerships with healthcare providers and other relevant stakeholders. The role requires a blend of strategic thinking, healthcare knowledge, digital marketing knowledge, and good communication skills.

Key Responsibilities:

1. Develop Marketing Strategy and Plans

- Create and implement marketing strategies to increase awareness of the hospital-at-home service offering, targeting patients, healthcare providers, insurers, and other stakeholders.
- Identify and analyze market trends, customer needs, and competitor offerings to refine the hospital-at-home service value proposition.
- Develop targeted campaigns to promote the benefits of hospital-at-home services such as convenience, cost-effectiveness, and improved patient outcomes.

2. Branding and Awareness

- Lead efforts to establish and maintain the brand identity of the hospital-at-home service within the marketplace.
- Develop messaging and materials to promote the service, including brochures, digital content, case studies, and patient testimonials.
- Organize and manage events, webinars, and outreach activities to educate healthcare professionals, patients, and caregivers about the service.

3. Lead Generation and Patient Acquisition

- Drive patient acquisition strategies through targeted digital campaigns, SEO, paid advertising, social media, email marketing, and more.
- Identify new patient channels and partnerships with healthcare providers, insurance companies, and home care agencies.

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4. Partnership Development and Relationship Management

- Build and maintain relationships with referring physicians, healthcare organizations, insurance companies, and third-party vendors to drive referrals to the hospital-at-home program.
- Collaborate with hospital administration and clinical teams to ensure seamless integration of marketing efforts with service delivery.
- Educate healthcare professionals on the benefits and logistics of hospital-at-home services, helping to drive patient referrals.

5. Digital Marketing & Content Creation

- Manage the hospital-at-home service's online presence, including the website, social media platforms, and digital advertising.
- Develop content (articles, blogs, videos, etc.) that communicates the benefits and success stories of the hospital-at-home model to engage prospective patients and healthcare providers.
- Monitor and analyze digital marketing campaigns for effectiveness, making adjustments as needed to optimize performance.

6. Market Research and Reporting

- Conduct market research to understand patient and caregiver preferences, competitive offerings, and industry trends.
- Measure and report on the effectiveness of marketing campaigns, using data to refine strategies and maximize ROI.
- Stay informed about healthcare regulations, payer policies, and trends impacting the hospital-at-home model to adapt marketing strategies accordingly.

7. Collaboration with Internal Teams

- Work closely with the operations and clinical teams to ensure that marketing messages align with service delivery and patient experience.
- Provide input on the development of service packages, pricing strategies, and patient education materials.
- Ensure that all marketing efforts are compliant with healthcare regulations.

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Qualifications:

- **Education:**
  Bachelor's degree in Marketing, Healthcare Management, Business Administration, or a related field. A Master's degree is a plus.
- **Experience:**
  - Minimum 0-3 years of experience in healthcare marketing, preferably within a hospital-at-home or home healthcare environment.
  - Proven track record in developing and executing successful marketing campaigns for healthcare services.
  - Must be having Knowledge of digital marketing, lead generation, and content creation.
- **Skills & Abilities:**
  - Strong written and verbal communication skills.
  - Knowledge of digital marketing tools (Google, social media platforms, email marketing software, etc.).
  - Strong project management skills with the ability to prioritize tasks and meet deadlines in a fast-paced environment.
  - Ability to work cross-functionally with clinical teams, operations, and senior leadership.

Preferred Qualifications:

- Knowledge of healthcare marketing or telemedicine platforms.
- Familiarity with customer relationship management (CRM) tools and marketing automation platforms.

Work Environment:

- Office and Market based both.
- Flexibility to work remotely or hybrid as needed.
- Must be having vehicle.

Benefits:

- CTC Offered– For Initial Training Period the Stipend will be 25,000 PM, after Training period The CTC will 6 LPA and Above Based on the Performance Evaluation.

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Global Health Limited

LETTER OF INTENT **Date: 23-Dec-24**

Dr. Mahima Pahwa
IIHMR, Jaipur

Dear Dr. Mahima,

Congratulations! We are pleased to offer you a position at **Global Health Limited (Medanta)** on the following terms:

1.	Designation	Trainee – Medical Administration
2.	Total all inclusive CTC	- Rs. 25,000/- (Rupees Twenty Five Thousand Only) per month as stipend during Dissertation period - Rs 6,00,000/- (Rupees Six Lakhs Only) per annum upon completing the course i.e. dissertation submitted, final exams clear and degree being awarded. (feedback from supervisor at Medanta will also play important role at this step)
3.	Date of joining	15-Mar-2025 or earlier, if possible
4.	Place of posting	Gurgaon

Company shall conduct background verification through a third party agency post your joining. **YOUR EMPLOYMENT SHALL BE SUBJECT TO SUCCESSFUL COMPLETION OF VERIFICATION AND SUBMISSION OF REPORT SATISFACTORY TO THE COMPANY**

Additionally, you shall also undergo pre-employment health check-up process and this offer will be subject to you being found medically fit. You will also be governed by the general terms and conditions as published in the detailed appointment letter given to you post joining.

LIST OF DOCUMENTS REQUIRED FOR JOINING

1	Certificates & mark sheets of class 10th, 12th, Graduation, PG(mark sheet as well as degree) or any other professional course	2 Copies of each
2	State Registration certificate (valid) from respective Clinical/Nursing/Pharmacy Council (as applicable)	
3	Internship completion certificate & Course completion certificate	
Mandatory for Doctors: All documents mentioned above in Sl. No 1 & 2 needs to be self-attested		
4	**PAN CARD**	
5	Address Proof (Aadhaar card/Passport / Voter card / Driving license)	
6	Appointment Letter and salary slip from the last employer	
7	Relieving Letter/Resignation acceptance from the last employer	
8	Experience Certificate from all previous employers	
9	Other Documents • 4 Passport Size photographs • Copy of Vehicle Registration Certificate (RC) incase parking facility is required	

Please return the duplicate copy of this letter duly signed as acknowledgement in case offer is acceptable to you. We look forward to your being part of Medanta Family.

Yours faithfully,
For **GLOBAL HEALTH LTD**

SAURABH UPADHYAY
SENIOR VICE PRESIDENT & HEAD – HUMAN RESOURCES

Accept.....

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Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

PRIVATE & CONFIDENTIAL | RefNo.LOI/HQWZ/011/June/2025-26 (Date: 25.June.2025)

Dr. Mayank Khandelwal,
Add. S/o. Omprakash Khandelwal,
Khandelwal Khed Beej Bhandar, Ward No. 25,
Dist.- Bharatpur (RJ),Pin Code - 321602

Subject: Offer Letter

Dear Dr. Mayank Khandelwal,

Further to your application and the subsequent discussion with us, we are pleased to offer you a career in **SCIEKNOW HOLY AGUA SOLUTIONS PVT. LTD.** under the terms and conditions mentioned herein:

1. Date of Joining, Posting & Location

You will join us on 01.July.2025 in our **SHASL, North Division** at **Jaipur HQ, RJ State.** Your title will be **Sales Development Manager** for the **State** of **"Rajasthan"**, The Management reserves the right to transfer you on any assignment in any unit / department / associate concern of the Company anywhere in India or Abroad, as it may consider necessary, in its absolute discretion, from time to time, subject to the provision that your remuneration and other facilities will not be adversely affected. You are reporting to **Dr. Mrs. Pooja Arora (Product Consulting Manager & AGM-Sales) and H.R** of the **SHASL HQ,** and this is important for your Attendance initially via Telegram app with given MR Reporting format. Massage and follow the reporting's rules communicated by the Company Time to Time.

2. Compensation

After completion of your tanning period, you shall be entitled to an all-inclusive target based Annual Gross **CTC** of **Rs. 6'01'776 (Rupees Six Lac One Thousand Seven Hundred and Seventy Six Only).** A detailed break-up of your compensation structure is given in the Annexure (I) to this letter. The Compensation package shall be governed by the Policies and Guidelines of the Company presently applicable and as may be modified from time to time.

Further you are required to strictly maintain the secrecy and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration or terms of employment to any other employee of the Company or other public at large. If found revealing any of the above information, strict disciplinary action shall be taken.

3. Probation Period

You will be on probation for a period of 3 months from the date of your joining. The probation period is extendable at the sole discretion of the Management by one or more terms of 3 months duration. You will not be considered as permanent employee even after completion of probation period until the confirmation letter is not issued by the company management.

4. Notice Period

A. During Probation Period

Your services are liable to be terminated by the company without assigning any reason by giving days notice period or payment of gross monthly salary in lieu thereof on either side. However, in the event of your resignation, the company in its sole discretion shall have an option to accept the same and relieve you prior to completion of stipulated notice period of **07** days or without any pay in lieu of notice period.

B. After Confirmation

Your services can be terminated by the company by giving **15** days notice or payment of Basic monthly salary in lieu thereof on either side. However, in the event of your resignation, the company in its sole discretion shall have an option to accept the same and relieve you prior to completion of stipulated notice period of **15** days without any pay in lieu of notice period.

(i) The salary of Employee shall be performance oriented. The employee has to meet business target which will be revised on every month.

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(ii) Any failure on the part of employee to achieve business target at least 75% of the total monthly target ,in such condition the company will have reserve right to deduct from monthly salary proportionate to business target. [E.g. if employee achieves only 50% target then his/her salary deduction will be 50% from other perks, and if employee has ZERO performance his/her salary deduction will be 80% or 100% of salary including basic salary.] **Your monthly Primary sale target will be 04 machines & Secondary sale target will be 04 machine of any model above this target you will be entitle for incentive as per policy of the company.**

5. Working Hours

You shall follow the working hours [Office Persons Timing: 10:30 AM TO 08:30 PM, & Any Field Persons Morning Reporting's Time Max. by 10:30 AM & Evening Reporting's Time by Max. 08:30 PM] of the company at the place of posting and as informed to you from time to time. Due to the nature of work in this industry, you shall be expected to adjust to extended working hours in case of any pressing commitment. For such extended hours of work you shall not be eligible to claim any overtime or any additional consideration frequently and/or if your job involves shift duties or late night work, you are required to familiarize yourself fully with your own personal effort with the public transport arrangements &safety requirements of any nature and further you are advised to make adequate arrangements for your transport &travel and for your own personal safety.

You have to mark your attendance daily by sending your photo with location for in time & out time on the cell no of your reporting officer till further instruction. In absence of your attendance absent will be mark and no payment will be made by the company for any such absent either for full day or the part of the day.

If you are assigned to a job/temporary duty in an unsafe territory/disturbed area, you are free to point out your requirements of safety.

6. Service Rules and Regulations

During your employment with the Company, you shall be governed by the Service rules, regulations, employee benefits, policies & procedures of the company detailed in the HR Manual. This HR Manual is available to you from the HR Department/ you undertake to familiarize yourself with the HR manual and all amendments incorporated in the same from time to time. Your unique identification code provided to you on your joining the company. The terms and conditions laid down in the HR manual and as amended/updated from time to time, shall be binding upon you, and shall form part of the terms &conditions of your employment with the company.

7. Duties and Responsibilities

Your current duties and responsibilities are as specified in Annexure II attached to this letter. You shall apply yourself diligently and faithfully to all duties &responsibilities that may be assigned to you from time to time and will conform to such directions that shall be given to you by your superiors.

You will have the responsibility for efficient, satisfactory and economic operation in the areas of responsibility that may be assigned to you from time to time. It is the intention of the Company that every employee of the Company takes upon himself / herself a certain degree of responsibility and is accountable for the work undertaken by him/her.

8. Code of Conduct

In addition to your adherence to the Code of Conduct detailed in the HR Manual of the Company, you also abide and understand that you are being hired in a position of trust and confidence and realize your accountability towards protection of Company's interest and matters relating to its business and shall:

(i) Maintain complete confidentiality and high level of integrity in all your actions performed on behalf of the company.

(ii) Practice high level of professionalism in business etiquettes, selection of attire, choice of language in conversation & documents and in over all conduct.

(iii) You will help in maintaining & enhancing the congenial, disciplined, participative and supportive work environment created by the company that fosters team spirit and high performance standards.

9. Non Disclosure, Secrecy and Confidentiality

You acknowledge that the business of the Company is highly competitive and that any information concerning the Company's business (including but not limited to Strategies, Methods, Books, Records, Documents, Technical Information concerning its products &Services, Equipment, Processes, Customer Lists, Procurement Procedures, Pricing techniques, Credit &Financial data concerning Company, Customers and Business Affiliates) all comprise confidential business information and trade secrets, etc. vital to the business of the Company.

You hereby agree that you will not at any time during or after your employment period with the Company, make any unauthorized disclosure of any confidential business information or trade secrets of the Company, or make any use thereof, except for the benefit of and on behalf of the Company. For the Purpose of this paragraph, the term "Company" shall also include all affiliates of the Company.

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Any disclosure which has not been expressly authorized by the Company shall be called 'Unauthorized Disclosure'. The unauthorized disclosure of confidential information shall constitute a serious misconduct and the Company shall be entitled to take appropriate disciplinary action against you including termination of service. Unauthorized disclosure and use of confidential information of the Company after the termination of your relationship with the Company shall entitle the Company to initiate appropriate legal proceedings, including but not limited to seeking an "Order of Injunction".

10. Non-Solicitation & Non-Compete

You agree and undertake that during the term of your appointment with the Company and for a term of one (1) year after the termination of your appointment with the Company for any reason whether with or without cause, you will not, directly or indirectly solicit, induce, recruit, or encourage any Company employees, who were during the term of your appointment, employees of the Company, to leave their employment, or take away such employees, either for yourself or for any other person or entity without the Company's express written consent. You further agree and undertake that you will not engage in soliciting business or allied business that is similar or competitive with the business of the Company, with those clients with whom you had any contact, during your appointment and for a period of one (1) year after your appointment with the Company ceases.

11. Copyright

The copyright in all the work produced, i.e. literary, artistic, photographic or other work, documents/materials and intellectual property developed and gathered by you during the course of employment shall be and remain the exclusive property of the Company. You shall return the same to the Company on termination or at such earlier time as required by the Company. The work produced shall be the exclusive property of the Company and the Company shall be free to deal with the same in such a manner as it deems fit. This para is also applicable to any activity relating to Trade Marks, patentable work or any other activity leading to Intellectual property rights.

12. Undertakings

(i) You agree that the assurances, undertaking, etc., in regard to your education/qualification certificates, work experience certificates, previous employer's certificates and all other certificates, information, declarations and undertakings are true and correct. You undertake that there are no claims, damages or legal actions of any nature instituted against you by any institutions, authorities including previous employer(s). You further undertake that no legal cases of above nature have been instituted against you in past or currently in progress even in your personal capacity. If any of the information or undertaking in relation to above is found incorrect, the Company reserves the right to take appropriate disciplinary action including termination of services.

(ii) You confirm that you have adequately declared in writing any kind of medical problem, which you may have had in past or present, prior to accepting the offer of employment with the company, including alcoholism. You confirm that any such history has been adequately disclosed by you to the company in writing prior to you having accepted the offer of employment in the company.

13. Professional Ethics

The company follows highest level of ethics and follows the law of the land in conducting business and offering employment in different geographies. You are required to deal with the Company's information, money, material and documents with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or material or documents or any affairs/information of the Company or of theft or of misappropriation, regardless of the value involved, the Company shall initiate appropriate action as per its disciplinary action policy, notwithstanding with other terms of the policy, it also includes termination of your services with immediate effect.

14. Safe Custody of Company Property & Recovery of Dues

You will be responsible for the safekeeping and good condition and order of all the Company property entrusted to your care and charge. The company reserves the right to recover from you any unauthorized expenditure incurred, reposes of any company property lying in your possession, seek refund of any unsettled loan or unsettled advances taken and make a charge on your dues for any payments due to the company from you.

15. Indemnity

You shall indemnify the Company against any loss, damage, proceeding which the Company might suffer due to any wrongful, mollified acts, negligence, gross dereliction of duties on your part. Such indemnity shall not prejudice the right of the Company to terminate your services on such count or the right of the Company to seek other remedies which the Company may have to make good the loss or damage. If any lockdown is imposed in the area where employee is posted either by State Govt. or Central Govt. due to any reason more than 1 week, the employee shall be entitled for only basic salary till the lock down is in force. You have to follow Covid Protocol during the service.

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16. Exclusivity

During the term of your appointment with the Company, you will work exclusively for the Company and will not engage, in any manner whatsoever, in any other gainful or commercial employment or business or activity, rather part time or full time, directly or indirectly, related to the business in which the Company is now involved or becomes involved during the term of your appointment with the Company, nor will you engage in any other activities that conflict with your obligations of the Company.

17. Severability

If any term of this letter shall be invalid or unenforceable by any Court of competent jurisdiction, the remainder of this letter, other than that portion determined to be invalid or unenforceable, shall be unaffected thereby and each valid term of this letter shall be enforced to the fullest extent permitted by law.

18. Resolution of Dispute

(i) All disputes or differences arising in connection with this letter shall be settled through Arbitration, by one or more Arbitrators in accordance with the provisions of the Arbitration and Conciliation Act, 1996, any modifications thereto and the findings of the Arbitrators shall be final and binding. The Arbitration Proceedings shall take place at Nagpur only.. Further, the language and Proceeding of the Arbitration should be in English only.

(ii) The HR Head or such other Official of the Company or any Third Party as may be nominated by the HR Head shall be the Arbitrator.

(iii) Save and except as provided in the preceding clause, the Courts in Raipur alone shall have jurisdiction in this matter.

(iv) Any controversy, claim or dispute arising between employee & employee shall be determined & resolved by arbitrator or court of competent jurisdiction at Raipur, India. If the company refers the dispute to arbitrator which is sole of discretion of company & Arbitrator shall resolve to same under Arbitration conciliations Act 1966 & decision of arbitrator shall be final. The arbitration proceeding shall take place at Raipur only.

19. Retirement

You will automatically retire from the services of the company at the end of month in which you attain the superannuating age of 60 years. Your date of birth as recorded by us is 23rd May 1999 and further this date of birth will be used to calculate your age of superannuation.

20. Handing Over Process

In case of your disassociation from the company due to any reason, before relief from the services of the company you will be required to complete your pending tasks and undertake a formal hand-over of charge of your job responsibilities to a designated official of the company identified by the Head – HR or your immediate supervisor. In case of your departure without completing the hand-over procedure as per the then prevailing policy of the company, the company reserves the right not to settle your accounts and not to pay any amounts as might be payable to you as far as may be permissible to hold under the applicable laws.

Further, in case of your disassociation from the company as aforesaid, you shall hand over to the designated personnel all material, information and property belonging to the company and in your possession at the earliest and not later than the last working day.

21. Termination of Employment

Under certain specific circumstances as mentioned below, your employment can be terminated by the company anytime without issuing any notice or compensation in lieu of notice whatsoever.

(i) Breach of any terms of this appointment, code of conduct, Policies &procedures of the company detailed in the HR manual, published by the company or any rules made by the Company from time to time.

(ii) In the company's opinion; any act of gross misconduct &indiscipline on your account, De-falsification, Dishonesty, Misappropriation, Dereliction of duty in discharging your duties and functions, Unpunctuality, Neglect of duty.

(iii) Absence from your normal place of work, or non-reporting for min. Three (3) days or more continuously without appropriate reasons & prior sanction of leave approval by HR of the Company.

(iv) Consistent non performance for more than 2 months by you as per the verdict of the company.

(v) Of your being convicted of any Criminal offence.

(vi) Of your mental or physical incapacity to discharge your functions.

In the event of intended termination from services on the grounds mentioned above, the company will seek your explanation in writing detailing the breach and will provide you seven days time for furnishing your explanation formally. The company reserves the right to accept or reject any such explanations provided by you and at the same time, the Company reserves the right to terminate your services without notice and explanation, with immediate effect, where the

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Company is prima-facie convinced of the breach of a serious nature and as per the Company's policy it's calculated on the basic of your Salary for making full and final. The company's decision to discontinue your services shall remain final and binding on you.

22. General

Employees may please note that their behavior towards any member of the public that they come across should be courteous. The Management reserves the right to take disciplinary action against any employee, who has been found to have misbehaved with any member of the public or any other individual. Further,

(i) The company will deduct taxes as appropriate and consistent with the Indian Tax regulations. You will be responsible for your tax liabilities under all applicable Tax Laws and Regulations.
(ii) You may be required to undertake travel on Company's work as and when required. In case of travel on Company business, you are entitled to such travel expenses/allowance as may be in force from time to time.
(iii) In case of any change in your residential address or any relevant changes in your personal data during the pendency of your employment with the Company, it shall be your duty to intimate the same to the Company in writing within three days from the date of change.
(iv) All communications mailed to you by the Company to the last address given by you shall be deemed to have been received by you.
(v) The terms and conditions contained herein shall be read along with the instructions, guidelines, policies, etc. and amendments thereof as presently applicable to you and as may be amended from time to time.
(vi) Any other terms, conditions, stipulations not specifically mentioned herein shall be governed by HR manual / intranet and other policies and procedures of the Company as presently applicable and as may be amended from time to time.
(vii) You shall not do anything or cause to do anything which shall bring dishonor and/or disrepute to the Company or engage in unlawful / immoral activities.
(viii) If at any time you are involved in any legal/administrative/quasi-judicial proceeding(s), you shall immediately inform the Company the details thereof.
(ix) You shall not at anytime use your association with the Company to gain unfair advantage for personal purposes.
(x) In the event of termination of your employment by the Company and/or your resignation before completion of 12 months in service, you will need to refund Joining bonus paid to you at the time of joining , all or any expenses incurred by the Company on account of your relocation.

23. Address For the Purpose of Communication

Any communication sent to the following address shall be deemed to be proper service of the communication with Scieknow Holy Agua Solutions Pvt. Ltd management:

Mails sent to the address:

hr@scieknow.com

Company:

SCIKNOW HOLY AGUA SOLUTIONS Pvt. Ltd.

Phone OR Telegram App Calls

+91 810 975 2233

The parties undertake that they shall communicate/update any change in address within one week of any change taking place in the above particulars and the said change shall be deemed to become effective if sent by Registered Post to the above address or the personal email id or massage to contact number of the parties mentioned above.
The terms and conditions that are not specifically set forth in this letter will be determined pursuant to the applicable laws of India and the Company's policies and code of conduct, which may be amended from time to time.
This Agreement shall be governed by and construed in accordance with the law of India. If you are in agreement with the conditions outlined in this letter including the Annexure, please signify your receipt and acceptance and return a copy of this letter to us.

24. Force Majeure

No failure, delay or default in Payment by company or performance of employee shall constitute an event of default or breech of this agreement to the extent or such failure to perform, delay or default arises out of a cause existing or future that beyond the control and without negligence of company or employee, but not limited to action or in action of governmental, civil, or military authority, fire, strike, lockout or natural calamity company & employee shall take joint efforts to minimize effect of such act beyond their control. Neither party shall raise any dispute under such event against each other and keep each other harmless.

for
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We wish you a long and happy association with us.

For SCIEKNOW HOLY AGUA SOLUTIONS Pvt. Ltd.



Managing Director "SHASL"

I have read and understood the above Terms & Conditions hereby signify my acceptance.

Name: (…….)

Signature: (…….....) **Dated: (…../……/…….)**



Annexure -1

Name: - Dr. Mayank Khandelwal
Employee Code: - S03WSIO77
Designation: - Sales Development Manager
Date of joining: 01.July.2025
Department: - Sales

Salary and compensation benefits sheet w.e.f

Sr.No	Heads	Rs, Per Month	Remarks
1	Basic	13'500	
2	House Rent Allowance (HRA)	7'100	
3	Exgratia	5'340	
4	Professional Development	4'020	
5	Medical Allowances	5'420	
6	Other Allowances	4'110	
7	Travel Allowance	6'500	
8	**Total Gross Salary Per Month**	**45'990**	**Per Month In Hand Salary**
9	**Annual Gross Salary**	**5'51'880**	**Annual In Hand Salary**
10	Gratuity@4.81% of Basic	650.0	**As Per Gratuity Act 1972 & Rules**
11	Professional Tax @5% of The Salary	2'300	**As per the Govt. Of India Act & Rules**
12	L.T.A	1'208	**As per the Co. Policy**
13	Fixed Travel Allowance	NA	**On Actuals**
14	**Total Gross CTC Per Month**	**50'148**	**Gross CTC Per Month**
15	**Annual Gross CTC**	**6'01'776**	**Gross Annual CTC.**

Note-

- Provident fund will be applicable as per rule of provident fund act 1952. Accordingly, new Employee who will draw salary (Basic and DA) more than 15,000 per month shall not be entitled for PF benefit and contribution of old employees shall be limited to 12% Rs. 15,000 per month.
- ESI benefit shall also be as per rule of ESI act. Accordingly, Employee who will draw salary (total) up to 21,000 shall only be entitled for ESI benefits.
- Deductions of TDS, Professional tax, Employee contribution of PF, ESI and shall be as per rule of the related law.
- Compensation is a personal & confidential matter between you and the company. You are not supposed to discuss or share this with anyone. Any discussion or disclosure of your compensation with anyone other than your department head or HR is liable for disciplinary action.
- The above terms and conditions for the Employee Target mentioned in Section 4-B-(ii) will be applicable for all the SHASL – Sales/Call Centers/Production and Other essential Departments.

I……can read and accept the above compensation and the conditions mentioned in the appointment letter and I will abide truly.

Date:

Signature of Employee

Name:
Place:

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05-Mar-25

Mayank Singh
B-206 RG Euphria, Sector 12, Scope hospital,
Vridavan Yojna, Lucknow, Uttar Pradesh

Dear Mayank,

Letter of Appointment

With reference to our recent discussions regarding your possible employment with **Care Health Insurance Limited**, hereafter referred to as the Company, we are pleased to offer you the position of **Manager – Medical Claims** on the following terms and conditions defined herein:

1. **Date of Joining:** Your appointment will be effective from **10-Mar-25** or any other date mutually agreed upon in writing.

2. **Place of work:** Your place of work is **Gurgaon-Vipul Tech.** Your place of work may be changed to any other location within India / any group Company, as directed by the Company from time to time. In addition, in performance of your duties for the company, you may be required to travel within and/or outside.

3. **Reporting:** You will report to **Manager – Medical Claims** or any other designate person as specified by the Company from time to time.

4. **Remuneration:** Your annual compensation package on a Total Fixed Cost (TFC) basis is **Rs. 600000(Rupees Six Lakh(s) Only).** This amount will include basic salary, taxable and non-taxable allowances & benefits, and other payments, payable as per the designate acts. Annexure 1 provides your compensation break-up, as per the applicable Compensation Structure.

5. **Medical**: You may be required to undergo medical examination by a Company appointed medical practitioner as and when directed by the Company and to comply with rules and instructions in the matter. Your services may be terminated without notice if the Company considers you unsuitable for retention in service on medical grounds.

for Mayank Singh
Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

6. Group Insurance: You will be covered under the Group Personal Accident Insurance, Group Life Insurance and Hospitalization Insurance/ Employee's State Insurance Corporation (as applicable) in accordance with company'spolicy.

7. Hours of Work: Your hours of work will be in line with the needs of your role/function, in accordance with the company policy and provisions of applicable laws

8. Probation: You will work on probation for a period of six months from the date of joining. This may be extended at the discretion of the Company and you will continue to be on probation till a confirmation letter has been issued to you in writing. During your probation or thereafter, you shall undertake such studies /vocational courses as may be required by Company / your superiors. You may also be required to take such examinations / obtain such certifications as the Company / your superiors may require from time to time, and your confirmation / promotions/ salary enhancements etc. may be linked to your having successfully cleared the required examinations / certifications &/or successfully undergone required studies.

9. Age of Retirement: Your age of retirement will be 58 years and you shall stand relieved on retirement at the end of the month in which you attain the age of 58 years.

10. Whole Time and Attention: During your employment with the Company you shall devote your best efforts for promoting the Company's (and of any other relevant Group Company, affiliate and/ or business associate of the Company) business and may not without prior written consent of the Company(and subject to any terms and conditions the Company may impose) engage or be interested (directly or indirectly) in any other business or employment.

11. Leave: In addition to public holidays observed by the Company, you shall be entitled to a paid annual leave for each calendar year in accordance with the existing leave policy, prorated from your date of joining. The Company is covered by the Maternity Benefit Act, 1961 and the eligible employees will be entitled to the benefits like maternity leave as per the amended provisions of the Maternity Benefit Act save and except those who are covered by ESI Act since they will be entitled to the benefits as per the applicable said Act.

12. Confidentiality: You shall not during the course or even after cessation of your employment with the Company or any time thereafter, use or disclose to any other Company, firm or person, any of the business or affairs of the Company, nor shall you without the consent of the Company, publish any book, booklet, brochure or any other publication, whether for remuneration or otherwise, relating to the affairs of the Company or to your work in the Company. You shall also not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, information or documents, official or otherwise relating to the Company or its subsidiaries, except with prior approval. Any breach of this clause would be viewed with severity by the Management and a strict action shall be taken by the Company.. You may also be also required to execute and sign a separate Maintenance or Non-Disclosure Agreement.

13. Disclosure: You (including on behalf of your family) shall disclose to the Company all your business interests and any material transaction(s) with the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), whether or not they are similar to or in conflict with the business(es) or activities of the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), and all circumstances in respect thereof and whether there is, or might be, a conflict of interest between the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company) and you (and/or your

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family) during the period of your employment with the Company and for a period of 12 months after cessation of your employment.

14. Company Policies: You will be governed by the Company's policies, as applicable at your grade. The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies which are available online.

15. Return of Company Property: You shall promptly upon request by the Company and in any event upon the termination of your employment deliver to the Company all monies, securities, other properties belonging to the company, all lists of clients or customers, correspondence and all other documents, papers and records in whatever form including but not limited to electronically held data containing or referring to any trade secrets or confidential information concerning the business of the Company and any Group Company which may have been prepared by you or come into your possession, custody or control in the course of your employment including any prior employment with any Group Company. You shall not keep any copies of these items.

16. Monitoring Policy: As per Company Policy, telephone conversations of employees may be recorded and monitored for the purpose of creating record of transactions, and for compliance purposes. Any recordings will be stored securely, and will not be disclosed outside the group companies, except as required by law.

Further please note that the emails sent to you and by you may be monitored, from time to time, for the purposes of identifying any non-compliance with company policies, or applicable laws.

Any data of customers, partners, employee or company contact data is strictly prohibited for circulation to anyone outside the Company and also you should restrain the circulation of data even for internal purpose except to the concerned employees of the Company.

If such monitoring discloses any breaches of any law or company policies disciplinary action may follow, including termination from the employment.

During Employment or cessation of your employment you cannot share any such data of the company pertaining to its customers, partners, employees, sensitive information

17. Intellectual Property: Subject to any relevant legislation, if at any time in the course of your employment you make or discover or participate in the making or discovery of any letters patent, trade marks, service marks, designs, copyrights, inventions, drawings, computer programs, know- how and rights of like nature however arising and whether registered or unregistered ("intellectual property") relating to or capable of being used in the Company (and of any other relevant Group Company, affiliate and/ or business associate of the Company) you shall immediately disclose full details thereof to the Company and, at the request and expense of the Company, you shall do all things which may be necessary or desirable for obtaining appropriate forms of protection for such intellectual property in such parts of the world as may be specified by the Company and for vesting all rights in the same in the Company or its nominee.

All rights and obligations under this paragraph in respect of intellectual property made or discovered by you during your employment shall continue in full force and effect after the termination of your employment and shall be binding upon your personal representatives

The employee shall not disclose to anyone, directly or indirectly, except when the duties may



require, during or subsequent to the term of employment, any trade secret or confidential information regarding Company's business. Trade Secrets and Confidential information for this purpose shall include, but not limited to, product information, process information, customer lists, employee details, company policies and procedures and financial information (including results, budgets and other financial plans and systems).

18. Notice Period: In case either the employer or the employee wishes to terminate the employment contract, a notice of 90 days should be served in writing by the party who wishes to terminate the contract to the other party. The Company depending on the business context and its sole discretion may allow you to pay the equivalent of the Total Fixed Cost (TFC) (*excluding gratuity and GMC if applicable)*amount in lieu of any period and / or adjust notice period against your leave balance subject to satisfactory handing over of the charges to your superior.

Notice period during probation would be 30 days or equivalent of the TFC (*excluding gratuity)* in lieu of notice.

19. Termination: 1. If any time during the course of your employment it is found that you have made a false or an incomplete declaration as regards to your qualifications/ experience and other details, your appointment will be treated void *ab initio* and you shall cease to be on the rolls of the company with immediate effect. In that case you shall not be entitled to any notice period or payment in lieuthereof.

2. If any time during the course of your employment it is found that you have:

a. committed any act of gross misconduct; or

b. committed any serious breach or repeated or continued a material breach of the terms of your employment; or

c. been guilty of conduct tending to bring yourself or the company into disrepute; or

d. been convicted of a criminal offence, other than a road traffic offence for which you are not sentenced to a term of imprisonment whether immediate or suspended; or

e. become bankrupt or made any arrangement or composition with or for the benefit of your creditors; or

f. cease to hold the qualifications necessary for you to carry out your work with the company; or

g. been found in an act of moral turpitude or having indulged in violations laws as applicable in general to the Company; or

h. been absent for a continuous period of 14 days (including absence when leave though applied for, is not granted or when you overstay period of sanctioned leave by 14 days); or

i. provided false, inaccurate or incomplete information to the company regarding your background and/or previous employment.

j. been found inefficient or lower performer as compared to other employees of your category.

In all such aforementioned cases you shall not be entitled to any notice period or payment in lieu thereof.

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20. **Performance Monitoring** :You are required to deliver performance up to the expected levels as per the targets entrusted to you by reporting officer from time to time. In case your performance is not found to be satisfactory, you will be put under an appropriate Performance Improvement Plan. In case your performance does not improve even after you are put on such plan, the Company will review the matter of continuance of your employment and take appropriate action, including but not limited to termination.

21. **Non Solicitation:** You shall not at any time during the term of your employment with the Company or thereafter for a period of six months after cessation of your employment, directly or indirectly solicit the Company's (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) personnel to leave the employment of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) or apply for employment with any third party or encourage such personnel of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to take any action or inaction that may adversely impact the performance or reputation of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) of its obligations under this Letter of Appointment and / or any other contract or adversely impact the ability of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to carry out its normal business activities.

22. **Others:** 1. It will be obligatory on your part to ensure compliance to the applicable statutes, regulations and requirements laid down by the Company, JV partners various regulatory and statutory bodies .

2. In the event of you being found acting in breach of your terms of appointment or indulged in an act of misconduct or an act that has brought disrepute to the organization, you shall render yourself liable for a disciplinary action as per the rules as applicable .

3. Clause headings do not form part or affect the interpretation of this letter of appointment.

23. **Joining Formalities:** As part of the joining formalities, you are requested to bring the following documents with you on the day of joining:

1. 3 Passport size photographs on red background (for branch offices red is not mandatory).

2. Copies of all years mark sheets of the highest qualification/Degree certificate

3. Copy of previous employer Salary Slip

4. Copy of Relieving Letter / Endorsed Resignation letter.

5. Copy of Address proof (any one) :-Ration Card/ Utility Bills/ Driving License/ Passport/ Affidavit

6. Copy of PAN Card

7. Copy of AADHAR Card

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association.

For **Care Health Insurance Limited**

Rashi Ramani

Head - Human Resources

Accepted and agreed by **Mayank Singh**

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Annexure: 1

	Per Annum	Per Month
BASIC	240000	20000
ALLOWANCES		
House Rent Allowance	120000	10000
Education Allowance	128016	10668
LTA Through Salary	42000	3500
MONTHLY GROSS *		**45338**
BENEFITS:CONTRIBUTION BY ORGANISATION		
Statutory Bonus	14040	1170
Provident Fund	28800	2400
Gratuity	11544	962
GMC	15600	1300
TOTAL FIXED COST(TFC)	**600000**	

*** The following amount will be deducted from your monthly gross as your contribution towards statutory benefits**
PF - 2400

Leave Travel Allowance or Medical Allowance (if applicable) will be paid as monthly components

Gratuity (if applicable) - As per Gratuity Act, payable only after completion of 5 continuous years of service in organization.

****Guaranteed Bonus**: You will be entitled for a onetime bonus of 60000 (all relevant taxes applicable) in April'26 in lieu of performance bonus for FY 25-26. This will be subject to your being in active services (non-resigned) with Care Health Insurance Limited at the time of payout(s). To be eligible for this guaranteed bonus, you should have a minimum rating of 3 or above in FY 25-26. From year 26-27, you will be eligible to participate in the Company's Annual Incentive/Bonus Plan subject to the terms and conditions of such Plan and any amendments as may be made from time to time.

- **Deductions** The Company may during your employment, or on termination for whatever reason, deduct from your remuneration any monies due from you to the Company including but not limited to:
  - Any overpayment of salary or expenses or payment made to you by mistake or misrepresentation; and/or
  - Any outstanding loans or advances made to you by the Company; and/or Amounts equal
  - in sum to the amount of any secret/illegitimate profits that you make from the Company's business/interests; and/or
  - Any debt owed by you to the Company; and/or
  - Any other deductions permitted under applicable law including Tax.

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KRISHIV HEALTH CARE

Date: 10/12/2024

Ms. Meri Paul

We are pleased to offer you position of "Executive" in the department of Branding & Marketing of Hospital at Home A unit of Krishiv Health Care, Jaipur on mutually agreed terms and conditions during the interview.

Please proceed to join your duty at the earliest as the University protocols allows.

Your appointment shall be effective from the date of joining. To enable us to complete you're joining formalities, please bring along following documents in original with a self-attested photocopy at the time of joining our organization.

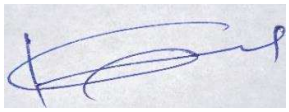
1. All Academics Certificates from SSC / equivalent onwards.
2. School leaving certificate / any proof of Date of birth.
3. PAN Card
4. Aadhar Card
5. Copy of Resignation Certificate duly acknowledged.
6. Relieving Letter from last employment.
7. Passport size photographs -6 nos.
8. Proof of two past employments.
9. Proof of last drawn salary - salary slip /bank transfer advice/ appointment/Increment letter.
10. Passport, if available.
11. Covid Vaccine Certificate.
12. Address proof (Voter's ID/ Ration card / E-Bill/ DL/ Adhar card).
13. One Cancelled Bank Cheque.
14. Any other document like Appreciation Letter, Award Certificate obtained during job.

Your appointment is subjected to verification of all the documents, medical check-up report and reference check. Your appointment is contractual in nature. Please note that delay in joining beyond the specified date may result in cancellation of this offer.

Please sign & return a copy of this letter as acceptance of the offer within 48 hours. This is a confidential document and cannot be shared by you with any third party.

Regards,

Krishiv Healthcare, Jaipur



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Sanganer Airport, Jaipur-302029

Authorized Signatory

Candidate Signature

Position Title: Business Development Executive
Location: Jaipur
Company: Krishiv Healthcare
Reports To: Manager, Hospital at Home
Type: Full-Time.

Job Overview:

The Business Development Executive for Hospital-at-Home Services will be responsible for developing and executing marketing and Operational strategies to promote and grow the hospital-at-home service offerings. This includes creating awareness, driving patient acquisition, and fostering partnerships with healthcare providers and other relevant stakeholders. The role requires a blend of strategic thinking, healthcare knowledge, digital marketing knowledge, and good communication skills.

Key Responsibilities:

1. Develop Marketing Strategy and Plans

- Create and implement marketing strategies to increase awareness of the hospital-at-home service offering, targeting patients, healthcare providers, insurers, and other stakeholders.
- Identify and analyze market trends, customer needs, and competitor offerings to refine the hospital-at-home service value proposition.
- Develop targeted campaigns to promote the benefits of hospital-at-home services such as convenience, cost-effectiveness, and improved patient outcomes.

2. Branding and Awareness

- Lead efforts to establish and maintain the brand identity of the hospital-at-home service within the marketplace.
- Develop messaging and materials to promote the service, including brochures, digital content, case studies, and patient testimonials.
- Organize and manage events, webinars, and outreach activities to educate healthcare professionals, patients, and caregivers about the service.

3. Lead Generation and Patient Acquisition

- Drive patient acquisition strategies through targeted digital campaigns, SEO, paid advertising, social media, email marketing, and more.
- Identify new patient channels and partnerships with healthcare providers, insurance companies, and home care agencies.

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4. Partnership Development and Relationship Management

- Build and maintain relationships with referring physicians, healthcare organizations, insurance companies, and third-party vendors to drive referrals to the hospital-at-home program.
- Collaborate with hospital administration and clinical teams to ensure seamless integration of marketing efforts with service delivery.
- Educate healthcare professionals on the benefits and logistics of hospital-at-home services, helping to drive patient referrals.

5. Digital Marketing & Content Creation

- Manage the hospital-at-home service's online presence, including the website, social media platforms, and digital advertising.
- Develop content (articles, blogs, videos, etc.) that communicates the benefits and success stories of the hospital-at-home model to engage prospective patients and healthcare providers.
- Monitor and analyze digital marketing campaigns for effectiveness, making adjustments as needed to optimize performance.

6. Market Research and Reporting

- Conduct market research to understand patient and caregiver preferences, competitive offerings, and industry trends.
- Measure and report on the effectiveness of marketing campaigns, using data to refine strategies and maximize ROI.
- Stay informed about healthcare regulations, payer policies, and trends impacting the hospital-at-home model to adapt marketing strategies accordingly.

7. Collaboration with Internal Teams

- Work closely with the operations and clinical teams to ensure that marketing messages align with service delivery and patient experience.
- Provide input on the development of service packages, pricing strategies, and patient education materials.
- Ensure that all marketing efforts are compliant with healthcare regulations.

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Qualifications:

- **Education:**
  Bachelor's degree in Marketing, Healthcare Management, Business Administration, or a related field. A Master's degree is a plus.
- **Experience:**
  - Minimum 0-3 years of experience in healthcare marketing, preferably within a hospital-at-home or home healthcare environment.
  - Proven track record in developing and executing successful marketing campaigns for healthcare services.
  - Must be having Knowledge of digital marketing, lead generation, and content creation.
- **Skills & Abilities:**
  - Strong written and verbal communication skills.
  - Knowledge of digital marketing tools (Google, social media platforms, email marketing software, etc.).
  - Strong project management skills with the ability to prioritize tasks and meet deadlines in a fast-paced environment.
  - Ability to work cross-functionally with clinical teams, operations, and senior leadership.

Preferred Qualifications:

- Knowledge of healthcare marketing or telemedicine platforms.
- Familiarity with customer relationship management (CRM) tools and marketing automation platforms.

Work Environment:

- Office and Market based both.
- Flexibility to work remotely or hybrid as needed.
- Must be having vehicle.

Benefits:

- CTC Offered– For Initial Training Period the Stipend will be 25,000 PM, after Training period The CTC will 6 LPA and Above Based on the Performance Evaluation.

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N Satheeshkanna

From: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>
Sent: 13 August 2025 07:36 PM
To: N Satheeshkanna
Cc: Anita Thapa
Subject: RE: EXTERNAL: RE: Students Profile_ IIHMR-Jaipur for PMO

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One more quick update. The CTC will be: 5.5L pa(first 6months) and 7th month onwards it'll be 6L pa

Sneha Toshniwal | Senior Lead - HR
SToshniwal@primehealthcare.com

From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent: Wednesday, August 13, 2025 5:19 PM
To: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>
Cc: Anita Thapa <anitathapa@iihmr.edu.in>
Subject: FW: EXTERNAL: RE: Students Profile_ IIHMR-Jaipur for PMO

Dear Sneha,

As required, I am sharing the Aadhaar and PAN card copies of the selected students with this mail for your kind perusal.

Thanks & Regards,

N. Satheeshkanna,

From: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>
Sent: 13 August 2025 14:53
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: Anita Thapa <anitathapa@iihmr.edu.in>; Sakshi Pawar <sakshipawar@iihmr.edu.in>
Subject: RE: EXTERNAL: RE: Students Profile_ IIHMR-Jaipur for PMO

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Thank you, Satheesh for the update.

Till that time can you please ask them to share the pan and aadhar card details over an email.

Sneha Toshniwal | Senior Lead - HR
SToshniwal@primehealthcare.com

From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent: Wednesday, August 13, 2025 10:33 AM
To: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>

for Registrar
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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Cc: Anita Thapa <anitathapa@iihmr.edu.in>; Sakshi Pawar <sakshipawar@iihmr.edu.in>
Subject: RE: EXTERNAL: RE: Students Profile_ IIHMR-Jaipur for PMO

Dear Sneha,

Greetings of the day!!!

Referring to the trail mail and our discussion with the listed students, I would like to inform you that, except for **Kalva Dharani**, all the others have accepted the shift timings.

Kindly proceed further and share the offer letters. Additionally, these candidates can also join from **1st Sept.** along with **Shilpa**.

This is for your kind information.

Thanks & Regards,

N. Satheeshkanna,
Sr. Manager - Placements

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: satheeshkanna@iihmr.edu.in| **W:** www.iihmr.edu.in
M: +91 978-245-3035 | **P:** +91 141 3924700 (455)

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From: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>
Sent: 12 August 2025 05:08 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: RE: EXTERNAL: RE: Students Profile_ IIHMR-Jaipur for PMO

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Hello Satheesh,

All the below students have been shortlisted, but the shift timing remains 5.30pm to 2.30am. Please talk to them and let me know on the same. Basis on the confirmation I shall work on the next steps.

Sr. No.	Students Name	Remarks
1	Kalva Dharani	Selected
2	Nagar Prachi Natwarlal	Selected
3	Sonam Kumari	Selected
4	Taruna Sharma	Selected
5	Sakshi	Selected
6	Ritika Ritesh Jaiswal	Selected
7	Shah Riyaben Rakeshkumar	Selected
8	Naware Bhawana Prakash	Selected

Sneha Toshniwal | Senior Lead - HR
SToshniwal@primehealthcare.com

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From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent: Monday, August 4, 2025 1:11 PM
To: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>
Subject: EXTERNAL: RE: Students Profile_ IIHMR-Jaipur for PMO

Hi,

As discussed, I would like to share the remaining students from the list below:

Sr. No.	Students Name	Remarks
1	Kalva Dharani	Available & Applied for both Positions
2	Nagar Prachi Natwarlal	Available & Applied for both Positions
3	Sonam Kumari	Available & Applied for both Positions
4	Taruna Sharma	Available & Applied for both Positions
5	Sakshi	Available & Applied for both Positions
6	Ritika Ritesh Jaiswal	Available & Applied for previous Position
7	Krishna P Menon	Available & Applied for previous Position
8	Shah Riyaben Rakeshkumar	Available & Applied for previous Position
9	Naware Bhawana Prakash	Available & Applied for previous Position

The remaining candidates have been placed with other organizations; hence, I request you not to consider them for the ongoing placement process.

Please let me know if you need any further details.

Thanks & Regards,

IIHMR UNIVERSITY

N. Satheeshkanna,
Sr. Manager - Placements

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: satheeshkanna@iihmr.edu.in| **W:** www.iihmr.edu.in
M: +91 978-245-3035 | **P:** +91 141 3924700 (455)

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From: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>
Sent: 04 August 2025 12:37 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: FW: Students Profile_ IIHMR-Jaipur for PMO

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Are these students available for an interview for the attached opening.

Sneha Toshniwal | Senior Lead - HR
SToshniwal@primehealthcare.com

From: Ashwini Parmar (PMT) <AParmar7@primehealthcare.com>
Sent: Friday, August 1, 2025 2:41 PM
To: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>

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Cc: Sridevi Menon (PMT) <SMenon@primehealthcare.com>
Subject: RE: Students Profile_ IIHMR-Jaipur for PMO

Sneha,

Let's schedule interviews the below candidates. I assume they all have done PG.

Name
Ritika Jaiswal
Riya Shekhawat
Sayali Bhalerao
Shilpa Mitra
Swarna Dipti
Aishwarya Pundir
Kalva Dharani
Krishna P Menon
Megha Gupta
Prachi Nagar
Shah Riyaben R.
Shrey Mahajan
Shubhi Mishra
Sonam Kumari
Taruna Sharma
Sakshi
Sanjay Sahu
Bhawana Prakash Naware

Ashwini Parmar | Associate Director – PIIC
T 909-657-5800 Ext: 6044 | M +91 987-953-6273
AParmar7@primehealthcare.com

From: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>
Sent: Friday, August 1, 2025 12:28 PM
To: Ashwini Parmar (PMT) <AParmar7@primehealthcare.com>
Cc: Sridevi Menon (PMT) <SMenon@primehealthcare.com>
Subject: FW: Students Profile_ IIHMR-Jaipur for PMO

Hello,

Please find the attached profiles.

Sneha Toshniwal | Senior Lead - HR
SToshniwal@primehealthcare.com

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From: Sneha Toshniwal (PMT)
Sent: Wednesday, June 25, 2025 6:22 PM
To: Nishita Avula (PMT) <NAvula2@primehealthcare.com>; Sahana Kilaru (PMT) <SKilaru@primehealthcare.com>
Cc: Balakrishna Mungara (PMT) <BMungara@primehealthcare.com>; Sridevi Menon (PMT) <SMenon@primehealthcare.com>
Subject: Students Profile_ IIHMR-Jaipur for PMO

Hello Nishita/Sahana

Attached are the resumes that we have received from IIHMR-Jaipur for PMO.

Pls let me know on the next steps.

Sneha Toshniwal | Senior Lead - HR
SToshniwal@primehealthcare.com

The information contained in this email may be confidential and/or legally privileged, including HIPAA Protected Health Information or information that is proprietary or trade secret. It has been sent for the sole use of the intended recipient(s). If you are not the intended recipient, you are hereby notified that any unauthorized review, use, disclosure, dissemination, distribution, or copying of this communication is strictly prohibited. If you received this communication in error, please inform the sender and destroy all copies of the message. The organization accepts no liability for any damage caused by transmittance of this email. Thank you.

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Sakshi Pawar

From: Vinod Tejwani
Sent: 25 April 2025 03:36 PM
To: Anita Thapa; N Satheeshkanna
Subject: FW: Campus Recruitment- Selection as Intern/Fellow at NHSRC (IIHMR-Jaipur)

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations
A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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From: Ms. Anjana Sahu <anjana.sahu@nhsrcindia.org>
Sent: 25 April 2025 03:34 PM
To: DR NAVDEEP <navdeep.hm28@iihmr.in>
Cc: Brig. Sanjay Baweja <Sanjay.Baweja@nhsrcindia.org>; Dr. Neha Dumka <Neha.Dumka@nhsrcindia.org>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Ms. Anupriya Raje Singh <AnupriyaRaje.Singh@nhsrcindia.org>
Subject: Campus Recruitment- Selection as Intern/Fellow at NHSRC (IIHMR-Jaipur)

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Dr. Navdeep,

We are pleased to inform you that you have been offered an internship/Fellowship in the **Knowledge Management Division**, NHSRC.

You are requested to report to NHSRC, New Delhi Office at 9.30 AM on **15th July 2025** along with the following documents/Information:

- 3 Passport size photographs
- Post-graduation final semester Marksheet and Degree/Provisional Certificate are necessary to submit at the time of Joining.
- Bank A/c details (Bank Name & Address, Account No, IFSC Code)
- Copies of Aadhar Card and PAN Card
- Blood Group Information
- All qualification documents in original and photocopy

In case of any issues, please feel free to write to the undersigned or call at 9990832848.

Regards,

Anjana Sahu
Consultant-HR
National Health Systems Resource Centre
National Institute of Health & Family Welfare Campus
Baba Gang Nath Marg, Block F, Munirka,
New Delhi, Delhi – 110067.
anjana.sahu@nhsrcindia.org
011 -2610 8983 (Extension - 104)
9990832848

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Terms of Reference (TOR) for Fellow, Knowledge Management Division (KMD)

National Health Systems Resource Centre (NHSRC) has been set up under the National Health Mission (NHM) as an autonomous registered society, to channelize technical assistance and capacity building support to the states for strengthening the public health system. The NHSRC is also mandated to contribute to health policy / programme design and evaluation. NHSRC intends recruiting fellow for its Human Resources for Health/ Health Policy and Integrated Planning Division.

Since its inception in 2006, NHSRC has been a repository of knowledge and a center of excellence for its agenda. This organization has professional linkages with a plethora of domestic and international bodies involved in the field of Public Health. There have been a number of personnel who have served with NHSRC and gained invaluable experience enabling them to graduate to next rung of professional ladder. Vast exposure to Ministry of Health and Family Welfare, and its processes is a unique feature of NHSRC.

If you have a commitment to health equity and excellence, here is a unique chance to work with a team committed to shaping the public health landscape in India. The position offers you an opportunity to participate in the process of strengthening health systems, improving health service delivery and enabling positive health outcomes, through hands on implementation assistance at National, State and District levels. Working with a transdisciplinary team, you can discover, adapt, co-create and disseminate solutions to multiple challenges related to service delivery systems, universal primary health care, human resources for health, community processes, health financing, quality of care, public health planning and health promotion. This is an opportunity to support health systems strengthening at scale, learn from district and sub district implementation, undertake knowledge translation, and enable realization of the vision of universal health coverage.

Roles & responsibilities:

- Support the activities as part of Research including Implementation Research for Health Systems Strengthening (IR HSS) and coordinate activities viz. research priority setting workshops, setting annual research agenda, etc.
- Support the rapid reviews of the projects under KMD to provide an update on a periodic basis.
- Provide technical inputs to research studies/protocols as and when required.
- Support review and analysis of published and grey literature and data available through various sources on a periodic basis, including National / State / District level survey, HMIS, Sustainable Development Goal indicators and Universal Health Coverage indicators
- Support in creating platform for partners/stakeholders to share and create evidence-based knowledge, enabling the uptake of information to strengthen the health systems interventions
- Support team in ensuring availability of information from available data sources in an easily transferrable and usable form, based on the requirement of the

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Knowledge Management and other divisions. Keep divisions abreast of latest findings on key health systems data and studies including SDG and UHC indicators

- Support in activities pertaining to data collection, collation, analysis, and report writing in coordination with Implementation Research for Health Systems Strengthening (IR-HSS), KMD
- Support in identifying best practices and innovations within states and districts and support in documentation. Undertake review of literature and stay up-to-date on current trends in health systems strengthening
- Support team in ensuring timely and high-quality responses to MoHFW and Parliament Questions pertaining to the division
- Support Knowledge Management Division on all administrative and technical matters

- **Tenure:** One Year (Fixed-Term contract)

- **Location:** New Delhi with willingness to travel to states and districts

- **Remuneration Range:** For Interns Rs. 45,000/- per month & Fellows Rs.50,000/- per month.

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KRISHIV HEALTH CARE

Date: 10/12/2024

Ms. Nidhi Kulshrestha

We are pleased to offer you position of "Executive" in the department of Branding & Marketing of Krishiv Khandaka Multispeciality Hospital A unit of Krishiv Health Care, Jaipur on mutually agreed terms and conditions during the interview.

Please proceed to join your duty at the earliest as the University protocols allows.

Your appointment shall be effective from the date of joining. To enable us to complete you're joining formalities, please bring along following documents in original with a self-attested photocopy at the time of joining our organization.

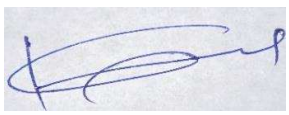
1. All Academics Certificates from SSC / equivalent onwards.
2. School leaving certificate / any proof of Date of birth.
3. PAN Card
4. Aadhar Card
5. Copy of Resignation Certificate duly acknowledged.
6. Relieving Letter from last employment.
7. Passport size photographs -6 nos.
8. Proof of two past employments.
9. Proof of last drawn salary - salary slip /bank transfer advice/ appointment/Increment letter.
10. Passport, if available.
11. Covid Vaccine Certificate.
12. Address proof (Voter's ID/ Ration card / E-Bill/ DL/ Adhar card).
13. One Cancelled Bank Cheque.
14. Any other document like Appreciation Letter, Award Certificate obtained during job.

Your appointment is subjected to verification of all the documents, medical check-up report and reference check. Your appointment is contractual in nature. Please note that delay in joining beyond the specified date may result in cancellation of this offer.

Please sign & return a copy of this letter as acceptance of the offer within 48 hours. This is a confidential document and cannot be shared by you with any third party.

Regards,

Krishiv Healthcare, Jaipur



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Authorized Signatory

Candidate Signature

Position Title: Business Development Executive
Location: Jaipur
Company: Krishiv Healthcare
Reports To: Manager, Hospital at Home
Type: Full-Time.

Job Overview:

The Business Development Executive for Hospital-at-Home Services will be responsible for developing and executing marketing and Operational strategies to promote and grow the hospital-at-home service offerings. This includes creating awareness, driving patient acquisition, and fostering partnerships with healthcare providers and other relevant stakeholders. The role requires a blend of strategic thinking, healthcare knowledge, digital marketing knowledge, and good communication skills.

Key Responsibilities:

1. Develop Marketing Strategy and Plans

- Create and implement marketing strategies to increase awareness of the hospital-at-home service offering, targeting patients, healthcare providers, insurers, and other stakeholders.
- Identify and analyze market trends, customer needs, and competitor offerings to refine the hospital-at-home service value proposition.
- Develop targeted campaigns to promote the benefits of hospital-at-home services such as convenience, cost-effectiveness, and improved patient outcomes.

2. Branding and Awareness

- Lead efforts to establish and maintain the brand identity of the hospital-at-home service within the marketplace.
- Develop messaging and materials to promote the service, including brochures, digital content, case studies, and patient testimonials.
- Organize and manage events, webinars, and outreach activities to educate healthcare professionals, patients, and caregivers about the service.

3. Lead Generation and Patient Acquisition

- Drive patient acquisition strategies through targeted digital campaigns, SEO, paid advertising, social media, email marketing, and more.
- Identify new patient channels and partnerships with healthcare providers, insurance companies, and home care agencies.

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4. Partnership Development and Relationship Management

- Build and maintain relationships with referring physicians, healthcare organizations, insurance companies, and third-party vendors to drive referrals to the hospital-at-home program.
- Collaborate with hospital administration and clinical teams to ensure seamless integration of marketing efforts with service delivery.
- Educate healthcare professionals on the benefits and logistics of hospital-at-home services, helping to drive patient referrals.

5. Digital Marketing & Content Creation

- Manage the hospital-at-home service's online presence, including the website, social media platforms, and digital advertising.
- Develop content (articles, blogs, videos, etc.) that communicates the benefits and success stories of the hospital-at-home model to engage prospective patients and healthcare providers.
- Monitor and analyze digital marketing campaigns for effectiveness, making adjustments as needed to optimize performance.

6. Market Research and Reporting

- Conduct market research to understand patient and caregiver preferences, competitive offerings, and industry trends.
- Measure and report on the effectiveness of marketing campaigns, using data to refine strategies and maximize ROI.
- Stay informed about healthcare regulations, payer policies, and trends impacting the hospital-at-home model to adapt marketing strategies accordingly.

7. Collaboration with Internal Teams

- Work closely with the operations and clinical teams to ensure that marketing messages align with service delivery and patient experience.
- Provide input on the development of service packages, pricing strategies, and patient education materials.
- Ensure that all marketing efforts are compliant with healthcare regulations.

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Qualifications:

- **Education:**
  Bachelor's degree in Marketing, Healthcare Management, Business Administration, or a related field. A Master's degree is a plus.
- **Experience:**
  - Minimum 0-3 years of experience in healthcare marketing, preferably within a hospital-at-home or home healthcare environment.
  - Proven track record in developing and executing successful marketing campaigns for healthcare services.
  - Must be having Knowledge of digital marketing, lead generation, and content creation.
- **Skills & Abilities:**
  - Strong written and verbal communication skills.
  - Knowledge of digital marketing tools (Google, social media platforms, email marketing software, etc.).
  - Strong project management skills with the ability to prioritize tasks and meet deadlines in a fast-paced environment.
  - Ability to work cross-functionally with clinical teams, operations, and senior leadership.

Preferred Qualifications:

- Knowledge of healthcare marketing or telemedicine platforms.
- Familiarity with customer relationship management (CRM) tools and marketing automation platforms.

Work Environment:

- Office and Market based both.
- Flexibility to work remotely or hybrid as needed.
- Must be having vehicle.

Benefits:

- CTC Offered– For Initial Training Period the Stipend will be 25,000 PM, after Training period The CTC will 6 LPA and Above Based on the Performance Evaluation.

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SRI KANCHI KAMAKOTI MEDICAL TRUST
SANKARA EYE FOUNDATION, INDIA

BOARD OF TRUSTEES
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Dr.R.V. Ramani - Founder & Managing Trustee
Padma Shri Awardee
Dr.P.G. Viswanathan | Dr.S.R. Rao | Dr.S. Balasubramanian | Sri.M.N. Padmanabhan | Sri.J.M. Chanrai | Mrs. Seetha Chandrasekar | Ms. Rekha Jhunjhunwala

01st March 2025

Ms. P Nivetha
14, 47th Street,
Korattur, Tiruvallur,
Tamilnadu - 600080

Sub: Offer Letter

Dear Ms. P Nivetha

Welcome to the Sankara Family!!!

Congratulations! You are selected to undergo Internship at Sankara from 17th **March 2025**. During this period you will be positioned as **"Intern"** at **Mission Head Quarters, Coimbatore**.

- You shall be paid a monthly stipend of **Rs. 20,000/- (Rupees Twenty Thousand Only)** per month with applicable deductions.
- You will not be eligible for any leave during your internship period.
- Only on successful completion of Internship you will be eligible for Completion Certificate.
- On successful completion of internship, you will be absorbed as **"Management Trainee"** for a period of one year with a stipend of **Rs. 45,000/- (Rupees Forty Five Thousand Only)** and continue to report at **Mission Head Quarters, Coimbatore**.
- During Training period you will be eligible for one day Trainee leave per month.
- You shall report to **Ms. Srini Karthikeyan, CPO, Sankara Eye Foundation, India** during **Internship period**
- Your Internship and Training will involve Travel to other unit hospitals. (Travel Policy applicable- travel tickets & accommodation during travel will be borne by SEF, India).
- You may be transferred to other locations during Training period.

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On the date of joining you are requested to bring

- ✓ Three Passport- size photographs.

Also carry the Originals and photocopies of the following documents:

- ✓ Educational certificates and Mark sheets.
- ✓ Medical Fitness Certificates.
- ✓ PAN Card, Residential Proof and Aadhaar Card.

Submission of the documents mentioned above is mandatory on the Date of Joining.
This Offer of employment is subject to us receiving:

- ✓ Conduct Certificate from your Institution.
- ✓ Documentary evidence of your academic qualifications.

In this process of verification, during your tenure with us, if there are confirmed unfavourable reports of your past experience, banking transactions or social standing your services shall be dis-continued with immediate effect.

(1) Your Training period with Sankara Eye Foundation, India can be discontinued by either side by giving **30 days/1 calendar month** notice or **one month** stipend in lieu of notice without assigning any reason on either side.

(2) In the event of discontinuation of your services with Sankara Eye Foundation, India before completion of 36 months of services, you shall compensate SEF, India with one and half months salary on pro-rata basis in addition to clause (1) towards training expenditure incurred by the hospital for providing specialized training, this is stated without prejudice to the other right and remedies open to the SEF, India.

Please validate your acceptance immediately on receipt of this mail. Receiving no response within two days from your end will invalidate the offer granted to you.

Our journey together will certainly be inspiring, challenging, rewarding and satisfying.

Wishing you the very best

Bharath Balasubramaniam
President Sankara Eye Hospital
****Kindly acknowledge your acceptance of the terms and conditions by signing this letter and returning a copy at the earliest.****

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MEDICOVER HOSPITALS

Great Place To Work. Certified APRIL 2022 - APRIL 2023 INDIA

10th June 2025

Letter of Intent

Dr. Pallavi Mishra,
Delhi

Dr. Pallavi Mishra!

Congratulations!

With reference to your application and subsequent interview with us dated **19th May 2025**, we are pleased to offer you the position of **"Assistant Manager- Quality"** in the Grade **"S1"** department of **Quality** at **Medicover Hospitals, Pune** (A Unit of Sahrudaya Health Care Pvt. Ltd.)

Your remuneration is as mentioned in **Annexure-1**. We would expect you to join on or before **14th July 2025**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

Please note that, this employment is subject to successful completion of your Pre-Employment Medical Examination and satisfactory Medical Report.

Welcome to **Medicover Family!** We look forward to having you with us.

For **Medicover Hospitals**
(A Unit of Sahrudaya Health Care Pvt. Ltd.)

V. Umamaheswara Rao

V Umamaheswara Rao
Chief Human Resources Officer

I accept the terms and conditions of the offer.
Signature:
Date:

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Annexure-1 (Confidential)

Offered Salary		
Direct Components	**Per Month**	**Per Annum**
Basic	23534	282408
HRA	9414	112968
Advance Statutory Bonus	600	7200
Medical Allowance	2353	28236
Canteen Allowance	2353	28236
Special Allowance	8814	105768
Final Gross (A)	**47068**	**564816**
PF (B)	**1800**	**21600**
Gratuity (C)	**1132**	**13584**
Cost To Company (A+B+C)	**50000**	**600000**

For **Medicover Hospitals**
(A Unit of Sahrudaya Health Care Pvt. Ltd.)

V. Umamaheswara Rao

V Umamaheswara Rao
Chief Human Resources Officer

I accept the terms and conditions of the offer.
Signature:
Date:

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R.K HIV AIDS RESEARCH AND CARE CENTRE'S
Proud Holder of Guinness World Record and Asia Book of Records
Charitable Trust - PTR-E 22227 (M)
3 Ravi Kiran Apartment, Friends Avenue, 10th Road, JVPD Scheme, Juhu, Mumbai -400049.
Mobile : 09321694402 Email : hrrkhivaids@gmail.com / info@rkhivaids.com
www.rkhivaids.com/org

Joining Letter

RK HIV AIDS Research And Care Centre
Address- 3 Ravi Kiran Apt, 10th NS Road, Friend Avenue, opp. Woodstock, Juhu, Mumbai, Maharashtra 400049
Email ID- rkhivaids@gmail.com
Phone Number- 9321694402
Date: 24/04/2025

Subject: Joining Letter for the Position of Business Development For RK HIV AIDS Research And Care Centre.

Dear Pankaj,

We are pleased to welcome you to **RK HIV AIDS Research and Care Centre** as a **Business Development** professional. We are confident that your skills and experience will be a valuable addition to our team.

As discussed during the interview process, your first day of employment will be on **1 June 2025**, and you will be reporting to **Dr. Dharmendra Kumar(Chairmen Of RK HIV AIDS Research And Care Centre)**. Please arrive at **10 am** and reporting location will be **3 Ravi Kiran Apt, 10th NS Road, Friend Avenue, opp. Woodstock, Juhu, Mumbai, Maharashtra 400049.**

You will undergo a **15 days training program at our Mumbai office and rest 15 days training program on field under Yogita Borkar (Project Head Of RK HIV AIDS Research And Care Centre) at Bilaspur/ Ranchi (Total one month training program)**, during which you will be introduced to our operations, values, and goals. After the completion of your training, you will be assigned to our **Ranchi office**, where your **probation period will be of three months**.

We look forward to your contributions and are excited to have you on board.

Here are the key details of your employment:

- **Position**: Business Development
- **Core Work**: Drafting Proposals, Raising Funds and working under the CSR projects
- **Reporting to**: Dr. Dharmendra Kumar (Chairmen Of RK HIV AIDS Research And Care Centre)
- **Joining Date**: 1 June 2025
- **Salary**: 50,000

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- **Benefits**: Will get accommodation in Ranchi

We request you to bring the following documents on your first day for completion of formalities:

- Adhar Card
- Pan Card
- Education Certificates

Please feel free to reach out to Rajeshwari Roy Choudhury at Contact Number- 9372452540 if you have any questions.

We look forward to your contribution and wish you a successful and fulfilling career with RK HIV AIDS Research And Care Centre.

Welcome aboard!

Regards



Dr. Dharmendra Kumar
(Chairman)
RK HIV AID RESEARCH AND CARE CENTRE

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06-Mar-25

Rahul Mewara
Suraj Flour Mills Chakki Ke Piche, Indira Colony,
Purana Badgaon, Ajmer, Rajasthan

Dear Rahul,

Letter of Appointment

With reference to our recent discussions regarding your possible employment with **Care Health Insurance Limited**, hereafter referred to as the Company, we are pleased to offer you the position of **Manager – Claims Adjudication** on the following terms and conditions defined herein:

1. **Date of Joining:** Your appointment will be effective from **10-Mar-25** or any other date mutually agreed upon in writing.

2. **Place of work:** Your place of work is **Gurgaon-Vipul Tech**. Your place of work may be changed to any other location within India / any group Company, as directed by the Company from time to time. In addition, in performance of your duties for the company, you may be required to travel within and/or outside.

3. **Reporting:** You will report to **Manager – Claims Adjudication** or any other designate person as specified by the Company from time to time.

4. **Remuneration:** Your annual compensation package on a Total Fixed Cost (TFC) basis is **Rs. 600000(Rupees Six Lakh(s) Only).** This amount will include basic salary, taxable and non-taxable allowances & benefits, and other payments, payable as per the designate acts. Annexure 1 provides your compensation break-up, as per the applicable Compensation Structure.

5. **Medical**: You may be required to undergo medical examination by a Company appointed medical practitioner as and when directed by the Company and to comply with rules and instructions in the matter. Your services may be terminated without notice if the Company considers you unsuitable for retention in service on medical grounds.

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6. Group Insurance: You will be covered under the Group Personal Accident Insurance, Group Life Insurance and Hospitalization Insurance/ Employee's State Insurance Corporation (as applicable) in accordance with company'spolicy.

7. Hours of Work: Your hours of work will be in line with the needs of your role/function, in accordance with the company policy and provisions of applicable laws

8. Probation: You will work on probation for a period of six months from the date of joining. This may be extended at the discretion of the Company and you will continue to be on probation till a confirmation letter has been issued to you in writing. During your probation or thereafter, you shall undertake such studies /vocational courses as may be required by Company / your superiors. You may also be required to take such examinations / obtain such certifications as the Company / your superiors may require from time to time, and your confirmation / promotions/ salary enhancements etc. may be linked to your having successfully cleared the required examinations / certifications &/or successfully undergone required studies.

9. Age of Retirement: Your age of retirement will be 58 years and you shall stand relieved on retirement at the end of the month in which you attain the age of 58 years.

10. Whole Time and Attention: During your employment with the Company you shall devote your best efforts for promoting the Company's (and of any other relevant Group Company, affiliate and/ or business associate of the Company) business and may not without prior written consent of the Company(and subject to any terms and conditions the Company may impose) engage or be interested (directly or indirectly) in any other business or employment.

11. Leave: In addition to public holidays observed by the Company, you shall be entitled to a paid annual leave for each calendar year in accordance with the existing leave policy, prorated from your date of joining. The Company is covered by the Maternity Benefit Act, 1961 and the eligible employees will be entitled to the benefits like maternity leave as per the amended provisions of the Maternity Benefit Act save and except those who are covered by ESI Act since they will be entitled to the benefits as per the applicable said Act.

12. Confidentiality: You shall not during the course or even after cessation of your employment with the Company or any time thereafter, use or disclose to any other Company, firm or person, any of the business or affairs of the Company, nor shall you without the consent of the Company, publish any book, booklet, brochure or any other publication, whether for remuneration or otherwise, relating to the affairs of the Company or to your work in the Company. You shall also not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, information or documents, official or otherwise relating to the Company or its subsidiaries, except with prior approval. Any breach of this clause would be viewed with severity by the Management and a strict action shall be taken by the Company.. You may also be also required to execute and sign a separate Maintenance or Non-Disclosure Agreement.

13. Disclosure: You (including on behalf of your family) shall disclose to the Company all your business interests and any material transaction(s) with the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), whether or not they are similar to or in conflict with the business(es) or activities of the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), and all circumstances in respect thereof and whether there is, or might be, a conflict of interest between the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company) and you (and/or your

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family) during the period of your employment with the Company and for a period of 12 months after cessation of your employment.

14. Company Policies: You will be governed by the Company's policies, as applicable at your grade. The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies which are available online.

15. Return of Company Property: You shall promptly upon request by the Company and in any event upon the termination of your employment deliver to the Company all monies, securities, other properties belonging to the company, all lists of clients or customers, correspondence and all other documents, papers and records in whatever form including but not limited to electronically held data containing or referring to any trade secrets or confidential information concerning the business of the Company and any Group Company which may have been prepared by you or come into your possession, custody or control in the course of your employment including any prior employment with any Group Company. You shall not keep any copies of these items.

16. Monitoring Policy: As per Company Policy, telephone conversations of employees may be recorded and monitored for the purpose of creating record of transactions, and for compliance purposes. Any recordings will be stored securely, and will not be disclosed outside the group companies, except as required by law.

Further please note that the emails sent to you and by you may be monitored, from time to time, for the purposes of identifying any non-compliance with company policies, or applicable laws.

Any data of customers, partners, employee or company contact data is strictly prohibited for circulation to anyone outside the Company and also you should restrain the circulation of data even for internal purpose except to the concerned employees of the Company.

If such monitoring discloses any breaches of any law or company policies disciplinary action may follow, including termination from the employment.

During Employment or cessation of your employment you cannot share any such data of the company pertaining to its customers, partners, employees, sensitive information

17. Intellectual Property: Subject to any relevant legislation, if at any time in the course of your employment you make or discover or participate in the making or discovery of any letters patent, trade marks, service marks, designs, copyrights, inventions, drawings, computer programs, know- how and rights of like nature however arising and whether registered or unregistered ("intellectual property") relating to or capable of being used in the Company (and of any other relevant Group Company, affiliate and/ or business associate of the Company) you shall immediately disclose full details thereof to the Company and, at the request and expense of the Company, you shall do all things which may be necessary or desirable for obtaining appropriate forms of protection for such intellectual property in such parts of the world as may be specified by the Company and for vesting all rights in the same in the Company or its nominee.

All rights and obligations under this paragraph in respect of intellectual property made or discovered by you during your employment shall continue in full force and effect after the termination of your employment and shall be binding upon your personal representatives

The employee shall not disclose to anyone, directly or indirectly, except when the duties may

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require, during or subsequent to the term of employment, any trade secret or confidential information regarding Company's business. Trade Secrets and Confidential information for this purpose shall include, but not limited to, product information, process information, customer lists, employee details, company policies and procedures and financial information (including results, budgets and other financial plans and systems).

18. Notice Period: In case either the employer or the employee wishes to terminate the employment contract, a notice of 90 days should be served in writing by the party who wishes to terminate the contract to the other party. The Company depending on the business context and its sole discretion may allow you to pay the equivalent of the Total Fixed Cost (TFC) (*excluding gratuity and GMC if applicable)*amount in lieu of any period and / or adjust notice period against your leave balance subject to satisfactory handing over of the charges to your superior.

Notice period during probation would be 30 days or equivalent of the TFC (*excluding gratuity)* in lieu of notice.

19. Termination: 1. If any time during the course of your employment it is found that you have made a false or an incomplete declaration as regards to your qualifications/ experience and other details, your appointment will be treated void *ab initio* and you shall cease to be on the rolls of the company with immediate effect. In that case you shall not be entitled to any notice period or payment in lieuthereof.

2. If any time during the course of your employment it is found that you have:

a. committed any act of gross misconduct; or

b. committed any serious breach or repeated or continued a material breach of the terms of your employment; or

c. been guilty of conduct tending to bring yourself or the company into disrepute; or

d. been convicted of a criminal offence, other than a road traffic offence for which you are not sentenced to a term of imprisonment whether immediate or suspended; or

e. become bankrupt or made any arrangement or composition with or for the benefit of your creditors; or

f. cease to hold the qualifications necessary for you to carry out your work with the company; or

g. been found in an act of moral turpitude or having indulged in violations laws as applicable in general to the Company; or

h. been absent for a continuous period of 14 days (including absence when leave though applied for, is not granted or when you overstay period of sanctioned leave by 14 days); or

i. provided false, inaccurate or incomplete information to the company regarding your background and/or previous employment.

j. been found inefficient or lower performer as compared to other employees of your category.

In all such aforementioned cases you shall not be entitled to any notice period or payment in lieu thereof.

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20. **Performance Monitoring** :You are required to deliver performance up to the expected levels as per the targets entrusted to you by reporting officer from time to time. In case your performance is not found to be satisfactory, you will be put under an appropriate Performance Improvement Plan. In case your performance does not improve even after you are put on such plan, the Company will review the matter of continuance of your employment and take appropriate action, including but not limited to termination.

21. **Non Solicitation:** You shall not at any time during the term of your employment with the Company or thereafter for a period of six months after cessation of your employment, directly or indirectly solicit the Company's (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) personnel to leave the employment of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) or apply for employment with any third party or encourage such personnel of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to take any action or inaction that may adversely impact the performance or reputation of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) of its obligations under this Letter of Appointment and / or any other contract or adversely impact the ability of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to carry out its normal business activities.

22. **Others:** 1. It will be obligatory on your part to ensure compliance to the applicable statutes, regulations and requirements laid down by the Company, JV partners various regulatory and statutory bodies .

2. In the event of you being found acting in breach of your terms of appointment or indulged in an act of misconduct or an act that has brought disrepute to the organization, you shall render yourself liable for a disciplinary action as per the rules as applicable .

3. Clause headings do not form part or affect the interpretation of this letter of appointment.

23. **Joining Formalities:** As part of the joining formalities, you are requested to bring the following documents with you on the day of joining:

1. 3 Passport size photographs on red background (for branch offices red is not mandatory).

2. Copies of all years mark sheets of the highest qualification/Degree certificate

3. Copy of previous employer Salary Slip

4. Copy of Relieving Letter / Endorsed Resignation letter.

5. Copy of Address proof (any one) :-Ration Card/ Utility Bills/ Driving License/ Passport/ Affidavit

6. Copy of PAN Card

7. Copy of AADHAR Card

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association.

For **Care Health Insurance Limited**

Rashi Ramani

Head - Human Resources

Accepted and agreed by **Rahul Mewara**

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Annexure: 1

	Per Annum	Per Month
BASIC	240000	20000
ALLOWANCES		
House Rent Allowance	120000	10000
Education Allowance	128016	10668
LTA Through Salary	42000	3500
MONTHLY GROSS *		**45338**
BENEFITS:CONTRIBUTION BY ORGANISATION		
Statutory Bonus	14040	1170
Provident Fund	28800	2400
Gratuity	11544	962
GMC	15600	1300
TOTAL FIXED COST(TFC)	**600000**	

*** The following amount will be deducted from your monthly gross as your contribution towards statutory benefits**
PF - 2400

Leave Travel Allowance or Medical Allowance (if applicable) will be paid as monthly components

Gratuity (if applicable) - As per Gratuity Act, payable only after completion of 5 continuous years of service in organization.

****Guaranteed Bonus**: You will be entitled for a onetime bonus of 60000 (all relevant taxes applicable) in April'26 in lieu of performance bonus for FY 25-26. This will be subject to your being in active services (non-resigned) with Care Health Insurance Limited at the time of payout(s). To be eligible for this guaranteed bonus, you should have a minimum rating of 3 or above in FY 25-26. From year 26-27, you will be eligible to participate in the Company's Annual Incentive/Bonus Plan subject to the terms and conditions of such Plan and any amendments as may be made from time to time.

- **Deductions** The Company may during your employment, or on termination for whatever reason, deduct from your remuneration any monies due from you to the Company including but not limited to:
  - Any overpayment of salary or expenses or payment made to you by mistake or misrepresentation; and/or
  - Any outstanding loans or advances made to you by the Company; and/or Amounts equal
  - in sum to the amount of any secret/illegitimate profits that you make from the Company's business/interests; and/or
  - Any debt owed by you to the Company; and/or
  - Any other deductions permitted under applicable law including Tax.

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06-Mar-25

Rajnandini Chaturvedi
C-42 Jindal Power limited, Urja Nagar Colony,
Village Tamnar, Raigarh, Chhattisgarh

Dear Rajnandini,

Letter of Appointment

With reference to our recent discussions regarding your possible employment with **Care Health Insurance Limited**, hereafter referred to as the Company, we are pleased to offer you the position of **Manager – Claims Adjudication** on the following terms and conditions defined herein:

1. **Date of Joining:** Your appointment will be effective from **10-Mar-25** or any other date mutually agreed upon in writing.

2. **Place of work:** Your place of work is **Gurgaon-Vipul Tech**. Your place of work may be changed to any other location within India / any group Company, as directed by the Company from time to time. In addition, in performance of your duties for the company, you may be required to travel within and/or outside.

3. **Reporting:** You will report to **Manager – Claims Adjudication** or any other designate person as specified by the Company from time to time.

4. **Remuneration:** Your annual compensation package on a Total Fixed Cost (TFC) basis is **Rs. 600000(Rupees Six Lakh(s) Only).** This amount will include basic salary, taxable and non-taxable allowances & benefits, and other payments, payable as per the designate acts. Annexure 1 provides your compensation break-up, as per the applicable Compensation Structure.

5. **Medical**: You may be required to undergo medical examination by a Company appointed medical practitioner as and when directed by the Company and to comply with rules and instructions in the matter. Your services may be terminated without notice if the Company considers you unsuitable for retention in service on medical grounds.

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6. Group Insurance: You will be covered under the Group Personal Accident Insurance, Group Life Insurance and Hospitalization Insurance/ Employee's State Insurance Corporation (as applicable) in accordance with company'spolicy.

7. Hours of Work: Your hours of work will be in line with the needs of your role/function, in accordance with the company policy and provisions of applicable laws

8. Probation: You will work on probation for a period of six months from the date of joining. This may be extended at the discretion of the Company and you will continue to be on probation till a confirmation letter has been issued to you in writing. During your probation or thereafter, you shall undertake such studies /vocational courses as may be required by Company / your superiors. You may also be required to take such examinations / obtain such certifications as the Company / your superiors may require from time to time, and your confirmation / promotions/ salary enhancements etc. may be linked to your having successfully cleared the required examinations / certifications &/or successfully undergone required studies.

9. Age of Retirement: Your age of retirement will be 58 years and you shall stand relieved on retirement at the end of the month in which you attain the age of 58 years.

10. Whole Time and Attention: During your employment with the Company you shall devote your best efforts for promoting the Company's (and of any other relevant Group Company, affiliate and/ or business associate of the Company) business and may not without prior written consent of the Company(and subject to any terms and conditions the Company may impose) engage or be interested (directly or indirectly) in any other business or employment.

11. Leave: In addition to public holidays observed by the Company, you shall be entitled to a paid annual leave for each calendar year in accordance with the existing leave policy, prorated from your date of joining. The Company is covered by the Maternity Benefit Act, 1961 and the eligible employees will be entitled to the benefits like maternity leave as per the amended provisions of the Maternity Benefit Act save and except those who are covered by ESI Act since they will be entitled to the benefits as per the applicable said Act.

12. Confidentiality: You shall not during the course or even after cessation of your employment with the Company or any time thereafter, use or disclose to any other Company, firm or person, any of the business or affairs of the Company, nor shall you without the consent of the Company, publish any book, booklet, brochure or any other publication, whether for remuneration or otherwise, relating to the affairs of the Company or to your work in the Company. You shall also not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, information or documents, official or otherwise relating to the Company or its subsidiaries, except with prior approval. Any breach of this clause would be viewed with severity by the Management and a strict action shall be taken by the Company.. You may also be also required to execute and sign a separate Maintenance or Non-Disclosure Agreement.

13. Disclosure: You (including on behalf of your family) shall disclose to the Company all your business interests and any material transaction(s) with the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), whether or not they are similar to or in conflict with the business(es) or activities of the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), and all circumstances in respect thereof and whether there is, or might be, a conflict of interest between the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company) and you (and/or your

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family) during the period of your employment with the Company and for a period of 12 months after cessation of your employment.

14. Company Policies: You will be governed by the Company's policies, as applicable at your grade. The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies which are available online.

15. Return of Company Property: You shall promptly upon request by the Company and in any event upon the termination of your employment deliver to the Company all monies, securities, other properties belonging to the company, all lists of clients or customers, correspondence and all other documents, papers and records in whatever form including but not limited to electronically held data containing or referring to any trade secrets or confidential information concerning the business of the Company and any Group Company which may have been prepared by you or come into your possession, custody or control in the course of your employment including any prior employment with any Group Company. You shall not keep any copies of these items.

16. Monitoring Policy: As per Company Policy, telephone conversations of employees may be recorded and monitored for the purpose of creating record of transactions, and for compliance purposes. Any recordings will be stored securely, and will not be disclosed outside the group companies, except as required by law.

Further please note that the emails sent to you and by you may be monitored, from time to time, for the purposes of identifying any non-compliance with company policies, or applicable laws.

Any data of customers, partners, employee or company contact data is strictly prohibited for circulation to anyone outside the Company and also you should restrain the circulation of data even for internal purpose except to the concerned employees of the Company.

If such monitoring discloses any breaches of any law or company policies disciplinary action may follow, including termination from the employment.

During Employment or cessation of your employment you cannot share any such data of the company pertaining to its customers, partners, employees, sensitive information

17. Intellectual Property: Subject to any relevant legislation, if at any time in the course of your employment you make or discover or participate in the making or discovery of any letters patent, trade marks, service marks, designs, copyrights, inventions, drawings, computer programs, know- how and rights of like nature however arising and whether registered or unregistered ("intellectual property") relating to or capable of being used in the Company (and of any other relevant Group Company, affiliate and/ or business associate of the Company) you shall immediately disclose full details thereof to the Company and, at the request and expense of the Company, you shall do all things which may be necessary or desirable for obtaining appropriate forms of protection for such intellectual property in such parts of the world as may be specified by the Company and for vesting all rights in the same in the Company or its nominee.

All rights and obligations under this paragraph in respect of intellectual property made or discovered by you during your employment shall continue in full force and effect after the termination of your employment and shall be binding upon your personal representatives

The employee shall not disclose to anyone, directly or indirectly, except when the duties may

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require, during or subsequent to the term of employment, any trade secret or confidential information regarding Company's business. Trade Secrets and Confidential information for this purpose shall include, but not limited to, product information, process information, customer lists, employee details, company policies and procedures and financial information (including results, budgets and other financial plans and systems).

18. Notice Period: In case either the employer or the employee wishes to terminate the employment contract, a notice of 90 days should be served in writing by the party who wishes to terminate the contract to the other party. The Company depending on the business context and its sole discretion may allow you to pay the equivalent of the Total Fixed Cost (TFC) (*excluding gratuity and GMC if applicable)*amount in lieu of any period and / or adjust notice period against your leave balance subject to satisfactory handing over of the charges to your superior.

Notice period during probation would be 30 days or equivalent of the TFC (*excluding gratuity)* in lieu of notice.

19. Termination: 1. If any time during the course of your employment it is found that you have made a false or an incomplete declaration as regards to your qualifications/ experience and other details, your appointment will be treated void *ab initio* and you shall cease to be on the rolls of the company with immediate effect. In that case you shall not be entitled to any notice period or payment in lieuthereof.

2. If any time during the course of your employment it is found that you have:

a. committed any act of gross misconduct; or

b. committed any serious breach or repeated or continued a material breach of the terms of your employment; or

c. been guilty of conduct tending to bring yourself or the company into disrepute; or

d. been convicted of a criminal offence, other than a road traffic offence for which you are not sentenced to a term of imprisonment whether immediate or suspended; or

e. become bankrupt or made any arrangement or composition with or for the benefit of your creditors; or

f. cease to hold the qualifications necessary for you to carry out your work with the company; or

g. been found in an act of moral turpitude or having indulged in violations laws as applicable in general to the Company; or

h. been absent for a continuous period of 14 days (including absence when leave though applied for, is not granted or when you overstay period of sanctioned leave by 14 days); or

i. provided false, inaccurate or incomplete information to the company regarding your background and/or previous employment.

j. been found inefficient or lower performer as compared to other employees of your category.

In all such aforementioned cases you shall not be entitled to any notice period or payment in lieu thereof.

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20. **Performance Monitoring** :You are required to deliver performance up to the expected levels as per the targets entrusted to you by reporting officer from time to time. In case your performance is not found to be satisfactory, you will be put under an appropriate Performance Improvement Plan. In case your performance does not improve even after you are put on such plan, the Company will review the matter of continuance of your employment and take appropriate action, including but not limited to termination.

21. **Non Solicitation:** You shall not at any time during the term of your employment with the Company or thereafter for a period of six months after cessation of your employment, directly or indirectly solicit the Company's (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) personnel to leave the employment of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) or apply for employment with any third party or encourage such personnel of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to take any action or inaction that may adversely impact the performance or reputation of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) of its obligations under this Letter of Appointment and / or any other contract or adversely impact the ability of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to carry out its normal business activities.

22. **Others:** 1. It will be obligatory on your part to ensure compliance to the applicable statutes, regulations and requirements laid down by the Company, JV partners various regulatory and statutory bodies .

2. In the event of you being found acting in breach of your terms of appointment or indulged in an act of misconduct or an act that has brought disrepute to the organization, you shall render yourself liable for a disciplinary action as per the rules as applicable .

3. Clause headings do not form part or affect the interpretation of this letter of appointment.

23. **Joining Formalities:** As part of the joining formalities, you are requested to bring the following documents with you on the day of joining:

1. 3 Passport size photographs on red background (for branch offices red is not mandatory).

2. Copies of all years mark sheets of the highest qualification/Degree certificate

3. Copy of previous employer Salary Slip

4. Copy of Relieving Letter / Endorsed Resignation letter.

5. Copy of Address proof (any one) :-Ration Card/ Utility Bills/ Driving License/ Passport/ Affidavit

6. Copy of PAN Card

7. Copy of AADHAR Card

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association.

For **Care Health Insurance Limited**

Rashi Ramani

Head - Human Resources

Accepted and agreed by **Rajnandini Chaturvedi**

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Annexure: 1

	Per Annum	Per Month
BASIC	240000	20000
ALLOWANCES		
House Rent Allowance	120000	10000
Education Allowance	128016	10668
LTA Through Salary	42000	3500
MONTHLY GROSS *		**45338**
BENEFITS:CONTRIBUTION BY ORGANISATION		
Statutory Bonus	14040	1170
Provident Fund	28800	2400
Gratuity	11544	962
GMC	15600	1300
TOTAL FIXED COST(TFC)	**600000**	

*** The following amount will be deducted from your monthly gross as your contribution towards statutory benefits**
PF - 2400

Leave Travel Allowance or Medical Allowance (if applicable) will be paid as monthly components

Gratuity (if applicable) - As per Gratuity Act, payable only after completion of 5 continuous years of service in organization.

****Guaranteed Bonus**: You will be entitled for a onetime bonus of 60000 (all relevant taxes applicable) in April'26 in lieu of performance bonus for FY 25-26. This will be subject to your being in active services (non-resigned) with Care Health Insurance Limited at the time of payout(s). To be eligible for this guaranteed bonus, you should have a minimum rating of 3 or above in FY 25-26. From year 26-27, you will be eligible to participate in the Company's Annual Incentive/Bonus Plan subject to the terms and conditions of such Plan and any amendments as may be made from time to time.

- **Deductions** The Company may during your employment, or on termination for whatever reason, deduct from your remuneration any monies due from you to the Company including but not limited to:
  - Any overpayment of salary or expenses or payment made to you by mistake or misrepresentation; and/or
  - Any outstanding loans or advances made to you by the Company; and/or Amounts equal
  - in sum to the amount of any secret/illegitimate profits that you make from the Company's business/interests; and/or
  - Any debt owed by you to the Company; and/or
  - Any other deductions permitted under applicable law including Tax.

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KareXpert

+91-90691 13330/0124-4084453
www.kareXpert.com
contactus@karexpert.com

Dated: - 07-02-2025

To,
Ms. Riya Gupta
C/O Mahesh Gupta, 118 Canal Street, Flat A/7, Nilachal, Apartment, Shreebhumi,
North 24 Parganas, West Bengal - 700048

Dear "Riya",
This is with reference to your application and our subsequent discussion with you. We are pleased to offer you an appointment as **"Account Manager",** and welcome you to the **KareXpert** team. Your annual CTC would be **INR 600,000 per annum (Annexure 1 enclosed herewith)** and you will be required to work from a location designated by the company**.**

Probation period: Based on your performance during the initial probation period of **3 months**, you shall be confirmed for the role.

Travel: Travel is a required part of this role, both locally and outside of your current location, as needed. You must be willing and able to travel to support business objectives.

To facilitate the joining process, you are requested to submit the following documents on the joining day. Kindly be advised that this offer is subject to your submission & validation of these documents.

To facilitate the joining process, you are requested to submit the following documents on the joining day. Kindly be advised that this offer is subject to your submission & validation of these documents.
1. Passport Size Photograph – 4 copies.
2. Educational Certificates – Originals & Copies (Class X, Class XII, Graduation, Post-Graduation and other Certificates & mark sheets).
3. Previous Employer Relieving letter & Experience Certificate.
4. Salary Statement, Last 3 months' Salary slips from last Employer.
5. PAN Card copy, Aadhar Card Copy.
6. Copy of passport – front and last pages.
7. Form 16 from last employer.
8. Bank Account Details (Including copy of cancel Cheque).
9. Latest Resume copy with pasted photograph.
10. Original Signed Copy of Offer Letter

Please sign & return a scanned copy of this letter not later than **09th February 2025.** You are expected to commence your duties on or before **10th March 2025**. Your remote work location will be flexible, as designated by the company, although the Company's Corporate Office is located in Gurugram, Haryana. In the absence of client visits, you are expected to adhere to the Company's standard working days and hours.

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Riya Gupta
Signed on jiosign.com with eSignature

07.02.2025 18:07 IST

Riya Gupta

JioSign Document ID: c0b43c6e-9404-1f29-8194-ded8d7c8126f

KareXpert

+91-90691 13330/0124-4084453
www.kareXpert.com
contactus@karexpert.com

This offer letter is subject to your joining for duty on the above-mentioned date and receipt of confirmation of your acceptance of this offer. This offer is also subject to completion of pre-joining formalities, and background checks as per our company policy.

Annexure 1

Name	Riya Gupta
Designation	Account Manager
Location	As per business requirement*

Salary Breakup

Components of Salary	Per Annum(INR)	Proof of Submission
Basic Salary	2,06,070	
HRA	1,03,035	Rent Agreement from Employee
Special Allowance	2,69,295	
Gift Coupon	0	Company Given
Meal Vouchers(Sodexo)	0	Company Given
Provident Fund	21,600	Company Proof
Health Insurance Premium	0	
Education Allowance	0	
Hostel Allowance	0	
Gratuity	0	
LTA/LTC		Bill from Employee
CTC	**6,00,000**	
Individual Performance	0	
Team Performance	0	
Organization Performance	0	
Performance Linked Incentive (PLI)	**0**	
Grand Total Salary	**6,00,000**	

Note:-There will be deduction of Applicable Taxes on the benefits given as per Income Tax Act,1961.
The Company shall pay Health Insurance of an employee as a Fringe Benefit.

Thanks & Regards	**ACCEPTED AND AGREED TO**
HR Team	

Signed on jiosign.com with eSignature

07.02.2025 12:20 IST

Pooja Chaudhary

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Riya Gupta

Signed on jiosign.com with eSignature

07.02.2025 18:07 IST

Riya Gupta

Confidential

21-Mar-2025

Ms Ronak Sharma
H-13, Shyam Vihar, Phase-1
Gali No.-10, Road No.-6, Najafgarh, South West Delhi
New Delhi
New Delhi 110043
India

Offer letter for appointment as Assistant Manager

Dear Ms Ronak,

Further to our discussions with you, we are pleased to offer you the position of Assistant Manager-Radiology in Max Super Speciality Hospital, Dwarka (A Unit of Muthoot Hospitals Pvt. Ltd.) on the following terms and conditions:

1. Your annual Cost to Company inclusive of retiral benefits will be **Rs.6,00,000 (Rupees Six Lakhs only).**

2. The tax incidence on the same will be borne by you. A detailed break-up of your compensation is in the attached *Annexure A*. Tax at source shall be deducted as per Income Tax.

3. You will also be covered under the Group Medical Insurance, Term Life Insurance and Accident Insurance as per Company Policies (for details refer Annexure B)

4. You shall be based at **Max Super Speciality Hospital, Dwarka (A Unit of Muthoot Hospitals Pvt. Ltd.)** and shall be governed by the policies and regulations of **Max Healthcare** as communicated from time to time.

5. Your appointment will be effective from **03-Apr-2025** or any other date mutually agreed.

This Letter of offer is subject to clearance from the "Pre Employment Medical Examination" which you will be required to undergo by the company's Medical officer or such other Medical Officer that the company may appoint.

Please sign a copy of this offer letter as your acceptance. At the time of joining please bring photocopy of all testimonials, educational certificates, four recent passport size photographs, experience letter(s) from your previous employers', copy of your relieving letter from your past employer and documentary evidence of the last drawn salary.

Yours Sincerely,

Authorized Signatory

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

MAX Healthcare

Annexure A

Employee Name	Ms Ronak Sharma	**Designation**	Assistant Manager
Department	Radiology	**Band Specifc**	ML0-A
Location	Max Super Speciality Hospital, Dwarka (A Unit of Muthoot Hospitals Pvt. Ltd.)		

Pay Component	Monthly Amount	Annual Amount
Fixed Pay		
Fixed	**45,740**	**5,48,878**
Basic	21,500	2,58,000
HRA	10,750	1,29,000
Additional Allowance	13,490	1,61,878
Retirals & Benefits	**4,260**	**51,122**
PF Employer Cont	1,800	21,600
Gratuity	1,034	12,410
Group Medical Coverage : Individual	1,262	15,144
Group Personal Accident Insurance	20	240
Group Term Life	144	1,728
Total Fixed Pay	**50,000**	**6,00,000**
Total CTC	**50,000**	**6,00,000**

* Please note the above reflects the Gross Cost to Company - taxes as applicable shall be to the employee's account.

* Should an employee be eligible to receive ESI Benefits as per ESI Act, Employee's contribution (0.75% of monthly wage) will be deducted from salary.Details of ESI benefits available at www.esic.nic.in

Authorized Signatory

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MAX Healthcare

Annexure B

Ronak Sharma

The details of Insurance Coverage Entitlement are listed in point 1, 2 & 3. The benefits provided by the Company , in addition to the Business Related Expense reimbursements, are listed in point 4 & 5.

S. No.	Benefit	Annual Limit (in Rs. p.a.)	Description
1	Group Health Insurance	200,000	Should an employee eligible for ESIC, he / she can opt to cover self, spouse, 2 children & dependent parent/s or parent in law/s under Group Health Insurance Scheme. Should an employee not eligible for ESIC , the Company provides medical insurance to the employees and their nominated family members (spouse & 2 children). Employee is eligible to participate in the Group Health Insurance Scheme where he / she can opt to cover his / her dependent parent/s or parent in law/s , as per the eligibility. The premium shall be borne by employee.
2	Group Term Life Insurance	10,00,000	The Company covers all its employees with a Group Term Life Insurance Scheme for a sum assured as per Band. In case of death, the nominee gets the sum assured from the Insurance Company.
3	Group Personal Accident Insurance	10,00,000	The Company covers all its employees with a Group Accidental Death/ Permanent disability scheme.
4	Medical Discounts at Max Hospitals		The Company gives medical discounts to its employees and their dependents: a. Free OPD Consultation b. 50% discount on all in house Radiology & Pathology prescriptions c. 10% discount on drugs from Max Chemists. Refer Medical Discounts Policy.
5	Mobile Bill Reimbursement limit	6,000/3,600/2,400 (Monthly limit of Rs. 500/300/200 with 15% co-payment)	The Company will reimburse actual expenses up to a limit of 85% of the actual mobile bill. **This is as per role and requires approval from Unit Head.** In case of international travel the expenses on official account will be outside the above limit. Refer Mobile Expenses Reimbursement Policy.

Yours Sincerely,

Authorized Signatory

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

06-Mar-25

Rutika Ravi Gupta
Plot No.3 B Bank of Maharashtra Road
Ayodhya Nagar, Nagpur, Maharashtra

Dear Rutika,

Letter of Appointment

With reference to our recent discussions regarding your possible employment with **Care Health Insurance Limited**, hereafter referred to as the Company, we are pleased to offer you the position of **Manager – Claims Adjudication** on the following terms and conditions defined herein:

1. **Date of Joining:** Your appointment will be effective from **10-Mar-25** or any other date mutually agreed upon in writing.

2. **Place of work:** Your place of work is **Gurgaon-Vipul Tech**. Your place of work may be changed to any other location within India / any group Company, as directed by the Company from time to time. In addition, in performance of your duties for the company, you may be required to travel within and/or outside.

3. **Reporting:** You will report to **Manager – Claims Adjudication** or any other designate person as specified by the Company from time to time.

4. **Remuneration:** Your annual compensation package on a Total Fixed Cost (TFC) basis is **Rs. 600000(Rupees Six Lakh(s) Only).** This amount will include basic salary, taxable and non-taxable allowances & benefits, and other payments, payable as per the designate acts. Annexure 1 provides your compensation break-up, as per the applicable Compensation Structure.

5. **Medical**: You may be required to undergo medical examination by a Company appointed medical practitioner as and when directed by the Company and to comply with rules and instructions in the matter. Your services may be terminated without notice if the Company considers you unsuitable for retention in service on medical grounds.

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6. Group Insurance: You will be covered under the Group Personal Accident Insurance, Group Life Insurance and Hospitalization Insurance/ Employee's State Insurance Corporation (as applicable) in accordance with company'spolicy.

7. Hours of Work: Your hours of work will be in line with the needs of your role/function, in accordance with the company policy and provisions of applicable laws

8. Probation: You will work on probation for a period of six months from the date of joining. This may be extended at the discretion of the Company and you will continue to be on probation till a confirmation letter has been issued to you in writing. During your probation or thereafter, you shall undertake such studies /vocational courses as may be required by Company / your superiors. You may also be required to take such examinations / obtain such certifications as the Company / your superiors may require from time to time, and your confirmation / promotions/ salary enhancements etc. may be linked to your having successfully cleared the required examinations / certifications &/or successfully undergone required studies.

9. Age of Retirement: Your age of retirement will be 58 years and you shall stand relieved on retirement at the end of the month in which you attain the age of 58 years.

10. Whole Time and Attention: During your employment with the Company you shall devote your best efforts for promoting the Company's (and of any other relevant Group Company, affiliate and/ or business associate of the Company) business and may not without prior written consent of the Company(and subject to any terms and conditions the Company may impose) engage or be interested (directly or indirectly) in any other business or employment.

11. Leave: In addition to public holidays observed by the Company, you shall be entitled to a paid annual leave for each calendar year in accordance with the existing leave policy, prorated from your date of joining. The Company is covered by the Maternity Benefit Act, 1961 and the eligible employees will be entitled to the benefits like maternity leave as per the amended provisions of the Maternity Benefit Act save and except those who are covered by ESI Act since they will be entitled to the benefits as per the applicable said Act.

12. Confidentiality: You shall not during the course or even after cessation of your employment with the Company or any time thereafter, use or disclose to any other Company, firm or person, any of the business or affairs of the Company, nor shall you without the consent of the Company, publish any book, booklet, brochure or any other publication, whether for remuneration or otherwise, relating to the affairs of the Company or to your work in the Company. You shall also not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, information or documents, official or otherwise relating to the Company or its subsidiaries, except with prior approval. Any breach of this clause would be viewed with severity by the Management and a strict action shall be taken by the Company.. You may also be also required to execute and sign a separate Maintenance or Non-Disclosure Agreement.

13. Disclosure: You (including on behalf of your family) shall disclose to the Company all your business interests and any material transaction(s) with the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), whether or not they are similar to or in conflict with the business(es) or activities of the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), and all circumstances in respect thereof and whether there is, or might be, a conflict of interest between the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company) and you (and/or your

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family) during the period of your employment with the Company and for a period of 12 months after cessation of your employment.

14. Company Policies: You will be governed by the Company's policies, as applicable at your grade. The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies which are available online.

15. Return of Company Property: You shall promptly upon request by the Company and in any event upon the termination of your employment deliver to the Company all monies, securities, other properties belonging to the company, all lists of clients or customers, correspondence and all other documents, papers and records in whatever form including but not limited to electronically held data containing or referring to any trade secrets or confidential information concerning the business of the Company and any Group Company which may have been prepared by you or come into your possession, custody or control in the course of your employment including any prior employment with any Group Company. You shall not keep any copies of these items.

16. Monitoring Policy: As per Company Policy, telephone conversations of employees may be recorded and monitored for the purpose of creating record of transactions, and for compliance purposes. Any recordings will be stored securely, and will not be disclosed outside the group companies, except as required by law.

Further please note that the emails sent to you and by you may be monitored, from time to time, for the purposes of identifying any non-compliance with company policies, or applicable laws.

Any data of customers, partners, employee or company contact data is strictly prohibited for circulation to anyone outside the Company and also you should restrain the circulation of data even for internal purpose except to the concerned employees of the Company.

If such monitoring discloses any breaches of any law or company policies disciplinary action may follow, including termination from the employment.

During Employment or cessation of your employment you cannot share any such data of the company pertaining to its customers, partners, employees, sensitive information

17. Intellectual Property: Subject to any relevant legislation, if at any time in the course of your employment you make or discover or participate in the making or discovery of any letters patent, trade marks, service marks, designs, copyrights, inventions, drawings, computer programs, know- how and rights of like nature however arising and whether registered or unregistered ("intellectual property") relating to or capable of being used in the Company (and of any other relevant Group Company, affiliate and/ or business associate of the Company) you shall immediately disclose full details thereof to the Company and, at the request and expense of the Company, you shall do all things which may be necessary or desirable for obtaining appropriate forms of protection for such intellectual property in such parts of the world as may be specified by the Company and for vesting all rights in the same in the Company or its nominee.

All rights and obligations under this paragraph in respect of intellectual property made or discovered by you during your employment shall continue in full force and effect after the termination of your employment and shall be binding upon your personal representatives

The employee shall not disclose to anyone, directly or indirectly, except when the duties may

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require, during or subsequent to the term of employment, any trade secret or confidential information regarding Company's business. Trade Secrets and Confidential information for this purpose shall include, but not limited to, product information, process information, customer lists, employee details, company policies and procedures and financial information (including results, budgets and other financial plans and systems).

18. Notice Period: In case either the employer or the employee wishes to terminate the employment contract, a notice of 90 days should be served in writing by the party who wishes to terminate the contract to the other party. The Company depending on the business context and its sole discretion may allow you to pay the equivalent of the Total Fixed Cost (TFC) (*excluding gratuity and GMC if applicable)*amount in lieu of any period and / or adjust notice period against your leave balance subject to satisfactory handing over of the charges to your superior.

Notice period during probation would be 30 days or equivalent of the TFC (*excluding gratuity)* in lieu of notice.

19. Termination: 1. If any time during the course of your employment it is found that you have made a false or an incomplete declaration as regards to your qualifications/ experience and other details, your appointment will be treated void *ab initio* and you shall cease to be on the rolls of the company with immediate effect. In that case you shall not be entitled to any notice period or payment in lieuthereof.

2. If any time during the course of your employment it is found that you have:

a. committed any act of gross misconduct; or

b. committed any serious breach or repeated or continued a material breach of the terms of your employment; or

c. been guilty of conduct tending to bring yourself or the company into disrepute; or

d. been convicted of a criminal offence, other than a road traffic offence for which you are not sentenced to a term of imprisonment whether immediate or suspended; or

e. become bankrupt or made any arrangement or composition with or for the benefit of your creditors; or

f. cease to hold the qualifications necessary for you to carry out your work with the company; or

g. been found in an act of moral turpitude or having indulged in violations laws as applicable in general to the Company; or

h. been absent for a continuous period of 14 days (including absence when leave though applied for, is not granted or when you overstay period of sanctioned leave by 14 days); or

i. provided false, inaccurate or incomplete information to the company regarding your background and/or previous employment.

j. been found inefficient or lower performer as compared to other employees of your category.

In all such aforementioned cases you shall not be entitled to any notice period or payment in lieu thereof.

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20. **Performance Monitoring** :You are required to deliver performance up to the expected levels as per the targets entrusted to you by reporting officer from time to time. In case your performance is not found to be satisfactory, you will be put under an appropriate Performance Improvement Plan. In case your performance does not improve even after you are put on such plan, the Company will review the matter of continuance of your employment and take appropriate action, including but not limited to termination.

21. **Non Solicitation:** You shall not at any time during the term of your employment with the Company or thereafter for a period of six months after cessation of your employment, directly or indirectly solicit the Company's (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) personnel to leave the employment of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) or apply for employment with any third party or encourage such personnel of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to take any action or inaction that may adversely impact the performance or reputation of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) of its obligations under this Letter of Appointment and / or any other contract or adversely impact the ability of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to carry out its normal business activities.

22. **Others:** 1. It will be obligatory on your part to ensure compliance to the applicable statutes, regulations and requirements laid down by the Company, JV partners various regulatory and statutory bodies .

2. In the event of you being found acting in breach of your terms of appointment or indulged in an act of misconduct or an act that has brought disrepute to the organization, you shall render yourself liable for a disciplinary action as per the rules as applicable .

3. Clause headings do not form part or affect the interpretation of this letter of appointment.

23. **Joining Formalities:** As part of the joining formalities, you are requested to bring the following documents with you on the day of joining:

1. 3 Passport size photographs on red background (for branch offices red is not mandatory).

2. Copies of all years mark sheets of the highest qualification/Degree certificate

3. Copy of previous employer Salary Slip

4. Copy of Relieving Letter / Endorsed Resignation letter.

5. Copy of Address proof (any one) :-Ration Card/ Utility Bills/ Driving License/ Passport/ Affidavit

6. Copy of PAN Card

7. Copy of AADHAR Card

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association.

For **Care Health Insurance Limited**

Rashi Ramani

Head - Human Resources

Accepted and agreed by **Rutika Ravi Gupta**

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Annexure: 1

	Per Annum	Per Month
BASIC	240000	20000
ALLOWANCES		
House Rent Allowance	120000	10000
Education Allowance	128016	10668
LTA Through Salary	42000	3500
MONTHLY GROSS *		**45338**
BENEFITS:CONTRIBUTION BY ORGANISATION		
Statutory Bonus	14040	1170
Provident Fund	28800	2400
Gratuity	11544	962
GMC	15600	1300
TOTAL FIXED COST(TFC)	**600000**	

*** The following amount will be deducted from your monthly gross as your contribution towards statutory benefits**
PF - 2400

Leave Travel Allowance or Medical Allowance (if applicable) will be paid as monthly components

Gratuity (if applicable) - As per Gratuity Act, payable only after completion of 5 continuous years of service in organization.

****Guaranteed Bonus**: You will be entitled for a onetime bonus of 60000 (all relevant taxes applicable) in April'26 in lieu of performance bonus for FY 25-26. This will be subject to your being in active services (non-resigned) with Care Health Insurance Limited at the time of payout(s). To be eligible for this guaranteed bonus, you should have a minimum rating of 3 or above in FY 25-26. From year 26-27, you will be eligible to participate in the Company's Annual Incentive/Bonus Plan subject to the terms and conditions of such Plan and any amendments as may be made from time to time.

- **Deductions** The Company may during your employment, or on termination for whatever reason, deduct from your remuneration any monies due from you to the Company including but not limited to:
  - Any overpayment of salary or expenses or payment made to you by mistake or misrepresentation; and/or
  - Any outstanding loans or advances made to you by the Company; and/or Amounts equal
  - in sum to the amount of any secret/illegitimate profits that you make from the Company's business/interests; and/or
  - Any debt owed by you to the Company; and/or
  - Any other deductions permitted under applicable law including Tax.

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KRISHIV HEALTH CARE

Date: 10/12/2024

Ms. Sakshi Dashora

We are pleased to offer you position of "Executive" in the department of Branding & Marketing of Krishiv Khandaka Multispeciality Hospital A unit of Krishiv Health Care, Jaipur on mutually agreed terms and conditions during the interview.

Please proceed to join your duty at the earliest as the University protocols allows.

Your appointment shall be effective from the date of joining. To enable us to complete you're joining formalities, please bring along following documents in original with a self-attested photocopy at the time of joining our organization.

1. All Academics Certificates from SSC / equivalent onwards.
2. School leaving certificate / any proof of Date of birth.
3. PAN Card
4. Aadhar Card
5. Copy of Resignation Certificate duly acknowledged.
6. Relieving Letter from last employment.
7. Passport size photographs -6 nos.
8. Proof of two past employments.
9. Proof of last drawn salary - salary slip /bank transfer advice/ appointment/Increment letter.
10. Passport, if available.
11. Covid Vaccine Certificate.
12. Address proof (Voter's ID/ Ration card / E-Bill/ DL/ Adhar card).
13. One Cancelled Bank Cheque.
14. Any other document like Appreciation Letter, Award Certificate obtained during job.

Your appointment is subjected to verification of all the documents, medical check-up report and reference check. Your appointment is contractual in nature. Please note that delay in joining beyond the specified date may result in cancellation of this offer.

Please sign & return a copy of this letter as acceptance of the offer within 48 hours. This is a confidential document and cannot be shared by you with any third party.

Regards,

Krishiv Healthcare, Jaipur



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Authorized Signatory

Candidate Signature

Position Title: Business Development Executive
Location: Jaipur
Company: Krishiv Healthcare
Reports To: Manager, Hospital at Home
Type: Full-Time.

Job Overview:

The Business Development Executive for Hospital-at-Home Services will be responsible for developing and executing marketing and Operational strategies to promote and grow the hospital-at-home service offerings. This includes creating awareness, driving patient acquisition, and fostering partnerships with healthcare providers and other relevant stakeholders. The role requires a blend of strategic thinking, healthcare knowledge, digital marketing knowledge, and good communication skills.

Key Responsibilities:

1. Develop Marketing Strategy and Plans

- Create and implement marketing strategies to increase awareness of the hospital-at-home service offering, targeting patients, healthcare providers, insurers, and other stakeholders.
- Identify and analyze market trends, customer needs, and competitor offerings to refine the hospital-at-home service value proposition.
- Develop targeted campaigns to promote the benefits of hospital-at-home services such as convenience, cost-effectiveness, and improved patient outcomes.

2. Branding and Awareness

- Lead efforts to establish and maintain the brand identity of the hospital-at-home service within the marketplace.
- Develop messaging and materials to promote the service, including brochures, digital content, case studies, and patient testimonials.
- Organize and manage events, webinars, and outreach activities to educate healthcare professionals, patients, and caregivers about the service.

3. Lead Generation and Patient Acquisition

- Drive patient acquisition strategies through targeted digital campaigns, SEO, paid advertising, social media, email marketing, and more.
- Identify new patient channels and partnerships with healthcare providers, insurance companies, and home care agencies.

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4. Partnership Development and Relationship Management

- Build and maintain relationships with referring physicians, healthcare organizations, insurance companies, and third-party vendors to drive referrals to the hospital-at-home program.
- Collaborate with hospital administration and clinical teams to ensure seamless integration of marketing efforts with service delivery.
- Educate healthcare professionals on the benefits and logistics of hospital-at-home services, helping to drive patient referrals.

5. Digital Marketing & Content Creation

- Manage the hospital-at-home service's online presence, including the website, social media platforms, and digital advertising.
- Develop content (articles, blogs, videos, etc.) that communicates the benefits and success stories of the hospital-at-home model to engage prospective patients and healthcare providers.
- Monitor and analyze digital marketing campaigns for effectiveness, making adjustments as needed to optimize performance.

6. Market Research and Reporting

- Conduct market research to understand patient and caregiver preferences, competitive offerings, and industry trends.
- Measure and report on the effectiveness of marketing campaigns, using data to refine strategies and maximize ROI.
- Stay informed about healthcare regulations, payer policies, and trends impacting the hospital-at-home model to adapt marketing strategies accordingly.

7. Collaboration with Internal Teams

- Work closely with the operations and clinical teams to ensure that marketing messages align with service delivery and patient experience.
- Provide input on the development of service packages, pricing strategies, and patient education materials.
- Ensure that all marketing efforts are compliant with healthcare regulations.

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Qualifications:

- **Education:**
  Bachelor's degree in Marketing, Healthcare Management, Business Administration, or a related field. A Master's degree is a plus.
- **Experience:**
  - Minimum 0-3 years of experience in healthcare marketing, preferably within a hospital-at-home or home healthcare environment.
  - Proven track record in developing and executing successful marketing campaigns for healthcare services.
  - Must be having Knowledge of digital marketing, lead generation, and content creation.
- **Skills & Abilities:**
  - Strong written and verbal communication skills.
  - Knowledge of digital marketing tools (Google, social media platforms, email marketing software, etc.).
  - Strong project management skills with the ability to prioritize tasks and meet deadlines in a fast-paced environment.
  - Ability to work cross-functionally with clinical teams, operations, and senior leadership.

Preferred Qualifications:

- Knowledge of healthcare marketing or telemedicine platforms.
- Familiarity with customer relationship management (CRM) tools and marketing automation platforms.

Work Environment:

- Office and Market based both.
- Flexibility to work remotely or hybrid as needed.
- Must be having vehicle.

Benefits:

- CTC Offered– For Initial Training Period the Stipend will be 25,000 PM, after Training period The CTC will 6 LPA and Above Based on the Performance Evaluation.

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Global Health Limited

LETTER OF INTENT **Date: 23-Dec-24**

Dr. Saloni Dhaka
IIHMR, Jaipur

Dear Dr. Saloni,

Congratulations! We are pleased to offer you a position at **Global Health Limited (Medanta)** on the following terms:

1.	Designation	Trainee – Medical Administration
2.	Total all inclusive CTC	- Rs. 25,000/- (Rupees Twenty Five Thousand Only) per month as stipend during Dissertation period - Rs 6,00,000/- (Rupees Six Lakhs Only) per annum upon completing the course i.e. dissertation submitted, final exams clear and degree being awarded. (feedback from supervisor at Medanta will also play important role at this step)
3.	Date of joining	15-Mar-2025 or earlier, if possible
4.	Place of posting	Gurgaon

Company shall conduct background verification through a third party agency post your joining. **YOUR EMPLOYMENT SHALL BE SUBJECT TO SUCCESSFUL COMPLETION OF VERIFICATION AND SUBMISSION OF REPORT SATISFACTORY TO THE COMPANY**

Additionally, you shall also undergo pre-employment health check-up process and this offer will be subject to you being found medically fit. You will also be governed by the general terms and conditions as published in the detailed appointment letter given to you post joining.

LIST OF DOCUMENTS REQUIRED FOR JOINING

1	Certificates & mark sheets of class 10th, 12th, Graduation, PG(mark sheet as well as degree) or any other professional course	2 Copies of each
2	State Registration certificate (valid) from respective Clinical/Nursing/Pharmacy Council (as applicable)	
3	Internship completion certificate & Course completion certificate	
Mandatory for Doctors: All documents mentioned above in Sl. No 1 & 2 needs to be self-attested		
4	**PAN CARD**	
5	Address Proof (Aadhaar card/Passport / Voter card / Driving license)	
6	Appointment Letter and salary slip from the last employer	
7	Relieving Letter/Resignation acceptance from the last employer	
8	Experience Certificate from all previous employers	
9	Other Documents • 4 Passport Size photographs • Copy of Vehicle Registration Certificate (RC) incase parking facility is required	

Please return the duplicate copy of this letter duly signed as acknowledgement in case offer is acceptable to you. We look forward to your being part of Medanta Family.

Yours faithfully,
For **GLOBAL HEALTH LTD**

SAURABH UPADHYAY
SENIOR VICE PRESIDENT & HEAD – HUMAN RESOURCES

Accept.....

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Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

05-Mar-25

Sarita .
House No-825, Ward No-15, Agroha Hisar Haryana

Dear Sarita,

Letter of Appointment

With reference to our recent discussions regarding your possible employment with **Care Health Insurance Limited**, hereafter referred to as the Company, we are pleased to offer you the position of **Manager – Medical Claims** on the following terms and conditions defined herein:

1. **Date of Joining:** Your appointment will be effective from **10-Mar-25** or any other date mutually agreed upon in writing.

2. **Place of work:** Your place of work is **Gurgaon-Vipul Tech**. Your place of work may be changed to any other location within India / any group Company, as directed by the Company from time to time. In addition, in performance of your duties for the company, you may be required to travel within and/or outside.

3. **Reporting:** You will report to **Manager – Medical Claims** or any other designate person as specified by the Company from time to time.

4. **Remuneration:** Your annual compensation package on a Total Fixed Cost (TFC) basis is **Rs. 600000(Rupees Six Lakh(s) Only).** This amount will include basic salary, taxable and non-taxable allowances & benefits, and other payments, payable as per the designate acts. Annexure 1 provides your compensation break-up, as per the applicable Compensation Structure.

5. **Medical**: You may be required to undergo medical examination by a Company appointed medical practitioner as and when directed by the Company and to comply with rules and instructions in the matter. Your services may be terminated without notice if the Company considers you unsuitable for retention in service on medical grounds.

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6. Group Insurance: You will be covered under the Group Personal Accident Insurance, Group Life Insurance and Hospitalization Insurance/ Employee's State Insurance Corporation (as applicable) in accordance with company'spolicy.

7. Hours of Work: Your hours of work will be in line with the needs of your role/function, in accordance with the company policy and provisions of applicable laws

8. Probation: You will work on probation for a period of six months from the date of joining. This may be extended at the discretion of the Company and you will continue to be on probation till a confirmation letter has been issued to you in writing. During your probation or thereafter, you shall undertake such studies /vocational courses as may be required by Company / your superiors. You may also be required to take such examinations / obtain such certifications as the Company / your superiors may require from time to time, and your confirmation / promotions/ salary enhancements etc. may be linked to your having successfully cleared the required examinations / certifications &/or successfully undergone required studies.

9. Age of Retirement: Your age of retirement will be 58 years and you shall stand relieved on retirement at the end of the month in which you attain the age of 58 years.

10. Whole Time and Attention: During your employment with the Company you shall devote your best efforts for promoting the Company's (and of any other relevant Group Company, affiliate and/ or business associate of the Company) business and may not without prior written consent of the Company(and subject to any terms and conditions the Company may impose) engage or be interested (directly or indirectly) in any other business or employment.

11. Leave: In addition to public holidays observed by the Company, you shall be entitled to a paid annual leave for each calendar year in accordance with the existing leave policy, prorated from your date of joining. The Company is covered by the Maternity Benefit Act, 1961 and the eligible employees will be entitled to the benefits like maternity leave as per the amended provisions of the Maternity Benefit Act save and except those who are covered by ESI Act since they will be entitled to the benefits as per the applicable said Act.

12. Confidentiality: You shall not during the course or even after cessation of your employment with the Company or any time thereafter, use or disclose to any other Company, firm or person, any of the business or affairs of the Company, nor shall you without the consent of the Company, publish any book, booklet, brochure or any other publication, whether for remuneration or otherwise, relating to the affairs of the Company or to your work in the Company. You shall also not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, information or documents, official or otherwise relating to the Company or its subsidiaries, except with prior approval. Any breach of this clause would be viewed with severity by the Management and a strict action shall be taken by the Company.. You may also be also required to execute and sign a separate Maintenance or Non-Disclosure Agreement.

13. Disclosure: You (including on behalf of your family) shall disclose to the Company all your business interests and any material transaction(s) with the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), whether or not they are similar to or in conflict with the business(es) or activities of the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), and all circumstances in respect thereof and whether there is, or might be, a conflict of interest between the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company) and you (and/or your

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family) during the period of your employment with the Company and for a period of 12 months after cessation of your employment.

14. Company Policies: You will be governed by the Company's policies, as applicable at your grade. The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies which are available online.

15. Return of Company Property: You shall promptly upon request by the Company and in any event upon the termination of your employment deliver to the Company all monies, securities, other properties belonging to the company, all lists of clients or customers, correspondence and all other documents, papers and records in whatever form including but not limited to electronically held data containing or referring to any trade secrets or confidential information concerning the business of the Company and any Group Company which may have been prepared by you or come into your possession, custody or control in the course of your employment including any prior employment with any Group Company. You shall not keep any copies of these items.

16. Monitoring Policy: As per Company Policy, telephone conversations of employees may be recorded and monitored for the purpose of creating record of transactions, and for compliance purposes. Any recordings will be stored securely, and will not be disclosed outside the group companies, except as required by law.

Further please note that the emails sent to you and by you may be monitored, from time to time, for the purposes of identifying any non-compliance with company policies, or applicable laws.

Any data of customers, partners, employee or company contact data is strictly prohibited for circulation to anyone outside the Company and also you should restrain the circulation of data even for internal purpose except to the concerned employees of the Company.

If such monitoring discloses any breaches of any law or company policies disciplinary action may follow, including termination from the employment.

During Employment or cessation of your employment you cannot share any such data of the company pertaining to its customers, partners, employees, sensitive information

17. Intellectual Property: Subject to any relevant legislation, if at any time in the course of your employment you make or discover or participate in the making or discovery of any letters patent, trade marks, service marks, designs, copyrights, inventions, drawings, computer programs, know- how and rights of like nature however arising and whether registered or unregistered ("intellectual property") relating to or capable of being used in the Company (and of any other relevant Group Company, affiliate and/ or business associate of the Company) you shall immediately disclose full details thereof to the Company and, at the request and expense of the Company, you shall do all things which may be necessary or desirable for obtaining appropriate forms of protection for such intellectual property in such parts of the world as may be specified by the Company and for vesting all rights in the same in the Company or its nominee.

All rights and obligations under this paragraph in respect of intellectual property made or discovered by you during your employment shall continue in full force and effect after the termination of your employment and shall be binding upon your personal representatives

The employee shall not disclose to anyone, directly or indirectly, except when the duties may

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require, during or subsequent to the term of employment, any trade secret or confidential information regarding Company's business. Trade Secrets and Confidential information for this purpose shall include, but not limited to, product information, process information, customer lists, employee details, company policies and procedures and financial information (including results, budgets and other financial plans and systems).

18. Notice Period: In case either the employer or the employee wishes to terminate the employment contract, a notice of 90 days should be served in writing by the party who wishes to terminate the contract to the other party. The Company depending on the business context and its sole discretion may allow you to pay the equivalent of the Total Fixed Cost (TFC) (*excluding gratuity and GMC if applicable)*amount in lieu of any period and / or adjust notice period against your leave balance subject to satisfactory handing over of the charges to your superior.

Notice period during probation would be 30 days or equivalent of the TFC (*excluding gratuity)* in lieu of notice.

19. Termination: 1. If any time during the course of your employment it is found that you have made a false or an incomplete declaration as regards to your qualifications/ experience and other details, your appointment will be treated void *ab initio* and you shall cease to be on the rolls of the company with immediate effect. In that case you shall not be entitled to any notice period or payment in lieuthereof.

2. If any time during the course of your employment it is found that you have:

a. committed any act of gross misconduct; or

b. committed any serious breach or repeated or continued a material breach of the terms of your employment; or

c. been guilty of conduct tending to bring yourself or the company into disrepute; or

d. been convicted of a criminal offence, other than a road traffic offence for which you are not sentenced to a term of imprisonment whether immediate or suspended; or

e. become bankrupt or made any arrangement or composition with or for the benefit of your creditors; or

f. cease to hold the qualifications necessary for you to carry out your work with the company; or

g. been found in an act of moral turpitude or having indulged in violations laws as applicable in general to the Company; or

h. been absent for a continuous period of 14 days (including absence when leave though applied for, is not granted or when you overstay period of sanctioned leave by 14 days); or

i. provided false, inaccurate or incomplete information to the company regarding your background and/or previous employment.

j. been found inefficient or lower performer as compared to other employees of your category.

In all such aforementioned cases you shall not be entitled to any notice period or payment in lieu thereof.

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20. **Performance Monitoring** :You are required to deliver performance up to the expected levels as per the targets entrusted to you by reporting officer from time to time. In case your performance is not found to be satisfactory, you will be put under an appropriate Performance Improvement Plan. In case your performance does not improve even after you are put on such plan, the Company will review the matter of continuance of your employment and take appropriate action, including but not limited to termination.

21. **Non Solicitation:** You shall not at any time during the term of your employment with the Company or thereafter for a period of six months after cessation of your employment, directly or indirectly solicit the Company's (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) personnel to leave the employment of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) or apply for employment with any third party or encourage such personnel of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to take any action or inaction that may adversely impact the performance or reputation of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) of its obligations under this Letter of Appointment and / or any other contract or adversely impact the ability of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to carry out its normal business activities.

22. **Others:** 1. It will be obligatory on your part to ensure compliance to the applicable statutes, regulations and requirements laid down by the Company, JV partners various regulatory and statutory bodies .

2. In the event of you being found acting in breach of your terms of appointment or indulged in an act of misconduct or an act that has brought disrepute to the organization, you shall render yourself liable for a disciplinary action as per the rules as applicable .

3. Clause headings do not form part or affect the interpretation of this letter of appointment.

23. **Joining Formalities:** As part of the joining formalities, you are requested to bring the following documents with you on the day of joining:

1. 3 Passport size photographs on red background (for branch offices red is not mandatory).

2. Copies of all years mark sheets of the highest qualification/Degree certificate

3. Copy of previous employer Salary Slip

4. Copy of Relieving Letter / Endorsed Resignation letter.

5. Copy of Address proof (any one) :-Ration Card/ Utility Bills/ Driving License/ Passport/ Affidavit

6. Copy of PAN Card

7. Copy of AADHAR Card

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association.

For **Care Health Insurance Limited**

Rashi Ramani

Head - Human Resources

Accepted and agreed by **Sarita .**

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Annexure: 1

	Per Annum	Per Month
BASIC	240000	20000
ALLOWANCES		
House Rent Allowance	120000	10000
Education Allowance	128016	10668
LTA Through Salary	42000	3500
MONTHLY GROSS *		**45338**
BENEFITS:CONTRIBUTION BY ORGANISATION		
Statutory Bonus	14040	1170
Provident Fund	28800	2400
Gratuity	11544	962
GMC	15600	1300
TOTAL FIXED COST(TFC)	**600000**	

*** The following amount will be deducted from your monthly gross as your contribution towards statutory benefits**
PF - 2400

Leave Travel Allowance or Medical Allowance (if applicable) will be paid as monthly components

Gratuity (if applicable) - As per Gratuity Act, payable only after completion of 5 continuous years of service in organization.

****Guaranteed Bonus**: You will be entitled for a onetime bonus of 60000 (all relevant taxes applicable) in April'26 in lieu of performance bonus for FY 25-26. This will be subject to your being in active services (non-resigned) with Care Health Insurance Limited at the time of payout(s). To be eligible for this guaranteed bonus, you should have a minimum rating of 3 or above in FY 25-26. From year 26-27, you will be eligible to participate in the Company's Annual Incentive/Bonus Plan subject to the terms and conditions of such Plan and any amendments as may be made from time to time.

- **Deductions** The Company may during your employment, or on termination for whatever reason, deduct from your remuneration any monies due from you to the Company including but not limited to:
  - Any overpayment of salary or expenses or payment made to you by mistake or misrepresentation; and/or
  - Any outstanding loans or advances made to you by the Company; and/or Amounts equal
  - in sum to the amount of any secret/illegitimate profits that you make from the Company's business/interests; and/or
  - Any debt owed by you to the Company; and/or
  - Any other deductions permitted under applicable law including Tax.

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care HEALTH INSURANCE

BEST HEALTH INSURANCE CLAIMS SERVICE LEADER OF THE YEAR

06-Mar-25

Shalini Singh
Tatma Toli, Purnea, Purnia, Bihar-854301

Dear Shalini,

Letter of Appointment

With reference to our recent discussions regarding your possible employment with **Care Health Insurance Limited**, hereafter referred to as the Company, we are pleased to offer you the position of **Manager – Claims Adjudication** on the following terms and conditions defined herein:

1. **Date of Joining:** Your appointment will be effective from **10-Mar-25** or any other date mutually agreed upon in writing.

2. **Place of work:** Your place of work is **Gurgaon-Vipul Tech**. Your place of work may be changed to any other location within India / any group Company, as directed by the Company from time to time. In addition, in performance of your duties for the company, you may be required to travel within and/or outside.

3. **Reporting**: You will report to **Manager – Claims Adjudication** or any other designate person as specified by the Company from time to time.

4. **Remuneration:** Your annual compensation package on a Total Fixed Cost (TFC) basis is **Rs. 600000(Rupees Six Lakh(s) Only).** This amount will include basic salary, taxable and non-taxable allowances & benefits, and other payments, payable as per the designate acts. Annexure 1 provides your compensation break-up, as per the applicable Compensation Structure.

5. **Medical**: You may be required to undergo medical examination by a Company appointed medical practitioner as and when directed by the Company and to comply with rules and instructions in the matter. Your services may be terminated without notice if the Company considers you unsuitable for retention in service on medical grounds.

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6. **Group Insurance**: You will be covered under the Group Personal Accident Insurance, Group Life Insurance and Hospitalization Insurance/ Employee's State Insurance Corporation (as applicable) in accordance with company's policy.

7. **Hours of Work:** Your hours of work will be in line with the needs of your role/function, in accordance with the company policy and provisions of applicable laws

8. **Probation:** You will work on probation for a period of six months from the date of joining. This may be extended at the discretion of the Company and you will continue to be on probation till a confirmation letter has been issued to you in writing. During your probation or thereafter, you shall undertake such studies /vocational courses as may be required by Company / your superiors. You may also be required to take such examinations / obtain such certifications as the Company / your superiors may require from time to time, and your confirmation / promotions/ salary enhancements etc. may be linked to your having successfully cleared the required examinations / certifications &/or successfully undergone required studies.

9. **Age of Retirement:** Your age of retirement will be 58 years and you shall stand relieved on retirement at the end of the month in which you attain the age of 58 years.

10. **Whole Time and Attention:** During your employment with the Company you shall devote your best efforts for promoting the Company's (and of any other relevant Group Company, affiliate and/ or business associate of the Company) business and may not without prior written consent of the Company(and subject to any terms and conditions the Company may impose) engage or be interested (directly or indirectly) in any other business or employment.

11. **Leave:** In addition to public holidays observed by the Company, you shall be entitled to a paid annual leave for each calendar year in accordance with the existing leave policy, prorated from your date of joining. The Company is covered by the Maternity Benefit Act, 1961 and the eligible employees will be entitled to the benefits like maternity leave as per the amended provisions of the Maternity Benefit Act save and except those who are covered by ESI Act since they will be entitled to the benefits as per the applicable said Act.

12. **Confidentiality:** You shall not during the course or even after cessation of your employment with the Company or any time thereafter, use or disclose to any other Company, firm or person, any of the business or affairs of the Company, nor shall you without the consent of the Company, publish any book, booklet, brochure or any other publication, whether for remuneration or otherwise, relating to the affairs of the Company or to your work in the Company. You shall also not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, information or documents, official or otherwise relating to the Company or its subsidiaries, except with prior approval. Any breach of this clause would be viewed with severity by the Management and a strict action shall be taken by the Company.. You may also be also required to execute and sign a separate Maintenance or Non-Disclosure Agreement.

13. **Disclosure:** You (including on behalf of your family) shall disclose to the Company all your business interests and any material transaction(s) with the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), whether or not they are similar to or in conflict with the business(es) or activities of the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), and all circumstances in respect thereof and whether there is, or might be, a conflict of interest between the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company) and you (and/or your

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family) during the period of your employment with the Company and for a period of 12 months after cessation of your employment.

14. Company Policies: You will be governed by the Company's policies, as applicable at your grade. The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies which are available online.

15. Return of Company Property: You shall promptly upon request by the Company and in any event upon the termination of your employment deliver to the Company all monies, securities, other properties belonging to the company, all lists of clients or customers, correspondence and all other documents, papers and records in whatever form including but not limited to electronically held data containing or referring to any trade secrets or confidential information concerning the business of the Company and any Group Company which may have been prepared by you or come into your possession, custody or control in the course of your employment including any prior employment with any Group Company. You shall not keep any copies of these items.

16. Monitoring Policy: As per Company Policy, telephone conversations of employees may be recorded and monitored for the purpose of creating record of transactions, and for compliance purposes. Any recordings will be stored securely, and will not be disclosed outside the group companies, except as required by law.

Further please note that the emails sent to you and by you may be monitored, from time to time, for the purposes of identifying any non-compliance with company policies, or applicable laws.

Any data of customers, partners, employee or company contact data is strictly prohibited for circulation to anyone outside the Company and also you should restrain the circulation of data even for internal purpose except to the concerned employees of the Company.

If such monitoring discloses any breaches of any law or company policies disciplinary action may follow, including termination from the employment.

During Employment or cessation of your employment you cannot share any such data of the company pertaining to its customers, partners, employees, sensitive information

17. Intellectual Property: Subject to any relevant legislation, if at any time in the course of your employment you make or discover or participate in the making or discovery of any letters patent, trade marks, service marks, designs, copyrights, inventions, drawings, computer programs, know- how and rights of like nature however arising and whether registered or unregistered ("intellectual property") relating to or capable of being used in the Company (and of any other relevant Group Company, affiliate and/ or business associate of the Company) you shall immediately disclose full details thereof to the Company and, at the request and expense of the Company, you shall do all things which may be necessary or desirable for obtaining appropriate forms of protection for such intellectual property in such parts of the world as may be specified by the Company and for vesting all rights in the same in the Company or its nominee.

All rights and obligations under this paragraph in respect of intellectual property made or discovered by you during your employment shall continue in full force and effect after the termination of your employment and shall be binding upon your personal representatives

The employee shall not disclose to anyone, directly or indirectly, except when the duties may

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require, during or subsequent to the term of employment, any trade secret or confidential information regarding Company's business. Trade Secrets and Confidential information for this purpose shall include, but not limited to, product information, process information, customer lists, employee details, company policies and procedures and financial information (including results, budgets and other financial plans and systems).

18. **Notice Period:** In case either the employer or the employee wishes to terminate the employment contract, a notice of 90 days should be served in writing by the party who wishes to terminate the contract to the other party. The Company depending on the business context and its sole discretion may allow you to pay the equivalent of the Total Fixed Cost (TFC) (*excluding gratuity and GMC if applicable)*amount in lieu of any period and / or adjust notice period against your leave balance subject to satisfactory handing over of the charges to your superior.

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b. committed any serious breach or repeated or continued a material breach of the terms of your employment; or

c. been guilty of conduct tending to bring yourself or the company into disrepute; or

d. been convicted of a criminal offence, other than a road traffic offence for which you are not sentenced to a term of imprisonment whether immediate or suspended; or

e. become bankrupt or made any arrangement or composition with or for the benefit of your creditors; or

f. cease to hold the qualifications necessary for you to carry out your work with the company; or

g. been found in an act of moral turpitude or having indulged in violations laws as applicable in general to the Company; or

h. been absent for a continuous period of 14 days (including absence when leave though applied for, is not granted or when you overstay period of sanctioned leave by 14 days); or

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j. been found inefficient or lower performer as compared to other employees of your category.

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22. **Others:** 1. It will be obligatory on your part to ensure compliance to the applicable statutes, regulations and requirements laid down by the Company, JV partners various regulatory and statutory bodies .

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1. 3 Passport size photographs on red background (for branch offices red is not mandatory).

2. Copies of all years mark sheets of the highest qualification/Degree certificate

3. Copy of previous employer SalarySlip

4. Copy of Relieving Letter / Endorsed Resignation letter.

5. Copy of Address proof (any one) :-Ration Card/ Utility Bills/ Driving License/ Passport/ Affidavit

6. Copy of PAN Card

7. Copy of AADHAR Card

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association.

For **Care Health Insurance Limited**

Rashi Ramani

Head - Human Resources

Accepted and agreed by **Shalini Singh**

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Annexure: 1

	Per Annum	Per Month
BASIC	240000	20000
ALLOWANCES		
House Rent Allowance	120000	10000
Education Allowance	128016	10668
LTA Through Salary	42000	3500
MONTHLY GROSS *		**45338**
BENEFITS:CONTRIBUTION BY ORGANISATION		
Statutory Bonus	14040	1170
Provident Fund	28800	2400
Gratuity	11544	962
GMC	15600	1300
TOTAL FIXED COST(TFC)	**600000**	

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****Guaranteed Bonus**: You will be entitled for a onetime bonus of 60000 (all relevant taxes applicable) *in April'26 in lieu of performance bonus for FY 25-26. This will be subject to your being in active services* (non-resigned) with Care Health Insurance Limited at the time of payout(s). To be eligible for this guaranteed bonus, you should have a minimum rating of 3 or above in FY 25-26. From year 26-27, you will be eligible to participate in the Company's Annual Incentive/Bonus Plan subject to the terms and conditions of such Plan and any amendments as may be made from time to time.

- **Deductions** The Company may during your employment, or on termination for whatever reason, deduct from your remuneration any monies due from you to the Company including but not limited to:
  - Any overpayment of salary or expenses or payment made to you by mistake or misrepresentation; and/or
  - Any outstanding loans or advances made to you by the Company; and/or Amounts equal
  - in sum to the amount of any secret/illegitimate profits that you make from the Company's *business/interests; and/or*
  - Any debt owed by you to the Company; and/or
  - Any other deductions permitted under applicable law including Tax.

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Prabhu Dayal Marg, Near
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N Satheeshkanna

From: Yash Vaishnav <vaishnavyash601@gmail.com>
Sent: 21 February 2025 08:50 PM
To: N Satheeshkanna
Subject: Re: Request to Share Internship Opportunities with IIHMR University

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Sir, Good Evening. I hope you are doing well. As per our discussion on call, Dr. Monika Kriplani won't be available to join this internship, we would like to opt for Ms. Shikha Singh in place of Dr. Monika Kriplani. Please let us know about her availability so that we can plan the remaining things accordingly.
Thank You

Regards,
Yashwant Vaishnav
Co-Founder, Director
LivingNeeds Healthcare Pvt. Ltd.

On Wed, Feb 19, 2025 at 8:58 PM Yash Vaishnav <vaishnavyash601@gmail.com> wrote:

Hi Sir. I hope you are doing well. It was a great experience to conduct interviews of all the shortlisted candidates at IIHMR University on 13th of February 2025.

All the students have performed so well during the interview process. It was a very tough process to finalize the selected candidates during the interviews.

After careful consideration, and internal discussions, we have decided to select two candidates as of now, Dr. Monika Kriplani and Dr. Tushar Yadav for this three months internship program starting from 10th march 2025. We are excited to proceed with the joining of both of the selected candidates and we hope that the students would have an enormous learning experience at our organization and would perform extraordinarily contributing to the growth of our organization.

We would share the offer letter of the selected candidates along with the details with you shortly.
Thank You

Regards,
Yashwant Vaishnav
Co-Founder, Director
LivingNeeds Healthcare Pvt. Ltd.

On Fri, Feb 7, 2025 at 5:30 PM N Satheeshkanna <satheeshkanna@iihmr.edu.in> wrote:

Dear Mr. Yash,

Thank you for sharing the details of the shortlisted students.

We would be delighted to host you at IIHMR University, Jaipur, for the interview process. Kindly let us know your availability so we can schedule it at your convenience.

Please note that Monday, 10th February 2025, is unavailable as we have another recruitment process scheduled on that day.

Looking forward to your response.

Thanks & Regards,

IIHMR UNIVERSITY

N. Satheeshkanna,

Sr. Manager - Placements
A: IIHMR University | 1, Prabhu Dayal Marg,

Near Sanganer Airport, Jaipur – 302029
E: satheeshkanna@iihmr.edu.in| W: www.iihmr.edu.in
M: +91 978-245-3035 | P: +91 141 3924700 (455)

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Sanganer Airport, Jaipur-302029

From: Yash Vaishnav <vaishnavyash601@gmail.com>
Sent: 07 February 2025 05:24 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>; hr@livingneeds.org
Subject: Re: Request to Share Internship Opportunities with IIHMR University

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Sir. Good Afternoon.
I hope you are doing well. I am writing this email to follow up on the trailing mail that I have sent to you just a few days ago.As we have already shared the list of all the shortlisting candidates We would like to schedule offline interviews of all the candidates at the IIHMR Incubation center by next week. Please let us know about it as per the availability of the students and College schedules. We would love to hear from you soon
Thank You
Regards,
Yashwant Vaishnav
LivingNeeds Healthcare
Contact No. - 6367555382

On Tue, Jan 28, 2025 at 1:41 PM Yash Vaishnav <vaishnavyash601@gmail.com> wrote:

Hi Sir, I hope you are doing well. I am writing this email to inform you that we have shortlisted candidates to proceed with the interview for the internship program. These candidates have been chosen based upon the list of all the interested candidates that you have shared with us. I am resharing the updated list of the candidates who have been selected for the interview rounds. Please check it out and let me know when we can schedule the interviews of these candidates.
Thank You

Regards,
Yashwant Vaishnav
LivingNeeds Healthcare
Contact No. - 6367555382

On Tue, Jan 7, 2025 at 3:32 PM Yash Vaishnav <vaishnavyash601@gmail.com> wrote:

Hi Sir.
I hope you are doing well. Thank you so much for reaching out and taking out time for shortlisting candidates for our internship program. We will start shortlisting candidates for the interviews by this week only and will let you know once we are done with that and finalize the dates for conducting interviews and proceed with further process.
Thank You

Regards,
Yashwant Vaishnav
LivingNeeds Healthcare
Contact No. - 6367555382

On Tue, Jan 7, 2025 at 10:53 AM N Satheeshkanna <satheeshkanna@iihmr.edu.in> wrote:

Dear Mr. Yash,

Greetings!!!

As per the discussion with you, herewith I have enclosed the interested students details and their CV's for your kind perusal.

Please let us know the further proceedings from your end. So that we can communicate the students about the interview process accordingly.

Thanks & Regards,

IIHMR UNIVERSITY

N. Satheeshkanna,

Sr. Manager - Placements
A: IIHMR University | 1, Prabhu Dayal Marg,

Near Sanganer Airport, Jaipur – 302029
E: satheeshkanna@iihmr.edu.in| **W:** www.iihmr.edu.in
M: +91 978-245-3035 | **P:** +91 141 3924700 (455)

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From: Kushal Pareek <kushal@iihmrstartups.com>
Sent: 23 December 2024 09:57 AM
To: Yash Vaishnav <vaishnavyash601@gmail.com>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: IIHMR STARTUPS <startups@iihmrfoundation.org>; yash@livingneeds.org; Puneet Datta <puneetdatta@iihmrstartups.com>
Subject: RE: Request to Share Internship Opportunities with IIHMR University

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Yash

Thanks for sharing the JD for interns, I am connecting you with our Dean placement Mr. Vinod Tejwani Ji for further discussion. Vinod sir is reachable at 9891393008.

****

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The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Dear Vinod Sir,

Mr. Yash is the founder of Livingneeds and they are one of our incubated startups, they have the requirement of interns for their venture. Mr. Yash is reachable at 6367555382. Your team may reach out to him for further discussion and requirements.

Thanks & Regards,

IIHMR STARTUPS
A unit of IIHMR Foundation

Dr. Kushal Pareek

Incubation Manager

A: IIHMR Startups | 1, Prabhu Dayal Marg, ear

Sanganer Airport, Jaipur – 302029

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

E: kushal@iihmrstartups.com
W: iihmrstartups.com
P: +918875131013
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From: Yash Vaishnav <vaishnavyash601@gmail.com>
Sent: 21 December 2024 04:21 PM
To: Kushal Pareek <kushal@iihmrstartups.com>
Cc: IIHMR STARTUPS <startups@iihmrfoundation.org>; yash@livingneeds.org
Subject: Request to Share Internship Opportunities with IIHMR University

Hi Kushal Sir, Good day

I hope this email finds you well. As being one of the incubated Startups at IIHMR Startups, we would like to inform you about our recent hiring requirements -

We are currently hiring interns in the following fields:

HR and Operations Management: (Healthcare Students preferred)

- Assist in streamlining recruitment and onboarding processes.
- Support in planning and managing daily operations.
- Conduct research and provide insights for process improvement.
- Coordinate with teams to ensure smooth workflow and compliance with company policies.

Product Development:

- Collaborate with the product team to conceptualize and design innovative solutions.
- Create sketches, prototypes, and mockups for new products as per the healthcare landscapes.
- Analyzing different healthcare patterns and Patient behavior to assist in refining product development strategies and design based on user feedback.
- Research market trends, Healthcare Data, Consumer behavior (Patients and Hospitals and analyse other various aspects to align designs with current needs.

UI/UX Designing:

- Develop wireframes, prototypes, and user flows on Figma to enhance user experience.
- Conduct user research (On Patients and Hospitals) and testing to gather insights for improving interfaces.
- Collaborate with developers to ensure seamless integration of design elements.
- Create visually appealing and functional designs for web and mobile platforms.

Social Media Management:

- Develop and execute social media strategies to increase brand visibility among targeted Healthcare audiences.
- Create engaging content, including posts, reels, and graphics.
- Monitor and analyze social media performance using analytics tools.
- Interact with followers and manage social media campaigns effectively.

CTC Offered: 6 LPA (Post Traineeship after 3 Months)

We believe these roles could be a great fit for the talented students at IIHMR University. I have attached the detailed job descriptions for your reference. I would greatly appreciate it if you could share these opportunities with the students or relevant departments.

Please let me know if there's any additional information you require.

Thank you for your support.

Best regards,
Yashwant Vaishnav
Founder - LivingNeeds Healthcare Pvt. Ltd.
Mob. No. - 6367555382

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

N Satheeshkanna

From: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>
Sent: 05 August 2025 08:21 PM
To: N Satheeshkanna
Cc: Vinod Tejwani; Anita Thapa; Sakshi Pawar
Subject: RE: EXTERNAL: RE: Campus Recruitment: PrimEra Medical Technologies Pvt Ltd

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Hello Satheesh,

We have shortlisted Shilpa, and we would like her to be onboarded as soon as possible.

But there is a change in the CTC, the updated CTC will be 6lpa.

Please confirm if she would be okay to join us.

Sneha Toshniwal | Senior Lead - HR
SToshniwal@primehealthcare.com

From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent: Friday, July 25, 2025 10:16 AM
To: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>
Cc: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>; Sakshi Pawar <sakshipawar@iihmr.edu.in>
Subject: RE: EXTERNAL: RE: Campus Recruitment: PrimEra Medical Technologies Pvt Ltd

Noted Ma'am,

From: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>
Sent: 24 July 2025 07:01 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>; Sakshi Pawar <sakshipawar@iihmr.edu.in>
Subject: RE: EXTERNAL: RE: Campus Recruitment: PrimEra Medical Technologies Pvt Ltd

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Hello Satheesh,

Out of three candidates who have been interviewed by the pannel, only shilpa is moving a head with the second round of interview on 29th july'25 around 3.30pm.

Sneha Toshniwal | Senior Lead - HR
SToshniwal@primehealthcare.com

From: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>
Sent: Tuesday, July 8, 2025 1:40 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>

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Sanganer Airport, Jaipur-302029

Cc: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>; Sakshi Pawar <sakshipawar@iihmr.edu.in>
Subject: RE: EXTERNAL: RE: Campus Recruitment: PrimEra Medical Technologies Pvt Ltd

Hi Satheesh,

We have shortlisted on the below two profiles and will be sharing the meeting invite soon.

IIHMR - Jaipur
Krishna Menon
Shilpa Mitra
Sonam Kumari

Sneha Toshniwal | Senior Lead - HR
SToshniwal@primehealthcare.com

From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent: Wednesday, June 25, 2025 5:42 PM
To: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>
Cc: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>; Sakshi Pawar <sakshipawar@iihmr.edu.in>
Subject: EXTERNAL: RE: Campus Recruitment: PrimEra Medical Technologies Pvt Ltd

Dear Ma'am,

Greetings!!!

As per our recent discussion, I am sharing the updated list of interested students along with their CVs for your kind perusal.

Kindly let us know the next steps from your end regarding the interview process.

Thanks & Regards,

N. Satheeshkanna,
Sr. Manager - Placements

A: IIHMR University | 1, Prabhu Dayal Marg, Near Sanganer Airport, Jaipur – 302029
E: satheeshkanna@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 978-245-3035 | **P:** +91 141 3924700 (455)

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From: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>
Sent: 24 June 2025 03:58 PM
Subject: Campus Recruitment: PrimEra Medical Technologies Pvt Ltd

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Hi,

Greetings from Primer Medical Technologies!

We are pleased to inform you that Primer Medical Technologies, Hyderabad, is looking to engage with your esteemed institution for campus placements. We are particularly interested in connecting with postgraduate students from non-IT backgrounds who are passionate about building a career in the healthcare industry.

About Us:
Primer Medical Technologies provides comprehensive, world-class technology services and solutions to Prime Healthcare's hospitals across the U.S. Our offerings include Health Information Services (HIS), Revenue Cycle Management (RCM), Health Information Management (HIM), Data Quality solutions, and IT infrastructure support.

Job Details:

- Roles:
  PMO: 2–4 positions

- Job Location: Hyderabad
- CTC: ₹7–8 LPA for PMO roles
- Service Agreement: 2 years
- Interview Process:
  Aptitude Test
  HR Interview
  Operations Round

We kindly request your support in sharing this opportunity with eligible students and collecting their details in the attached format (Name, Email, Mobile, Pass-out Year, Specialization, CGPA). Please send us the compiled student data at your earliest convenience.

For more information, you may visit:
🌐 www.primeramed.com
🌐 www.primehealthcare.com

We look forward to a fruitful collaboration and to welcoming your students into our growing team.

Sneha Toshniwal | Senior Lead - HR
SToshniwal@primehealthcare.com

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R.K HIV AIDS RESEARCH AND CARE CENTRE'S
Proud Holder of Guinness World Record and Asia Book of Records
Charitable Trust - PTR-E 22227 (M)
3 Ravi Kiran Apartment, Friends Avenue, 10th Road, JVPD Scheme, Juhu, Mumbai -400049.
Mobile : 09321694402 Email : hrrkhivaids@gmail.com / info@rkhivaids.com
www.rkhivaids.com/org

Joining Letter

RK HIV AIDS Research And Care Centre
Address- 3 Ravi Kiran Apt, 10th NS Road, Friend Avenue, opp. Woodstock, Juhu, Mumbai, Maharashtra 400049
Email ID- rkhivaids@gmail.com
Phone Number- 9321694402
Date: 24/04/2025

Subject: Joining Letter for the Position of Business Development For RK HIV AIDS Research And Care Centre.

Dear Shivam Verma,

We are pleased to welcome you to **RK HIV AIDS Research and Care Centre** as a **Business Development** professional. We are confident that your skills and experience will be a valuable addition to our team.

As discussed during the interview process, your first day of employment will be on **1 June 2025**, and you will be reporting to **Dr. Dharmendra Kumar(Chairmen Of RK HIV AIDS Research And Care Centre)**. Please arrive at **10 am** and reporting location will be **3 Ravi Kiran Apt, 10th NS Road, Friend Avenue, opp. Woodstock, Juhu, Mumbai, Maharashtra 400049.**

You will undergo a **15 days training program at our Mumbai office and rest 15 days training program on field under Yogita Borkar (Project Head Of RK HIV AIDS Research And Care Centre) at Bilaspur/ Ranchi (Total one month training program)**, during which you will be introduced to our operations, values, and goals. After the completion of your training, you will be assigned to our **Ahmedabad office**, where your **probation period will be of three months**.

We look forward to your contributions and are excited to have you on board.

Here are the key details of your employment:

- **Position**: Business Development
- **Core Work**: Drafting Proposals, Raising Funds and working under the CSR projects
- **Reporting to**: Dr. Dharmendra Kumar (Chairmen Of RK HIV AIDS Research And Care Centre)
- **Joining Date**: 1 June 2025
- **Salary**: 50,000

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- **Benefits**: Will get accommodation in Ahmedabad

We request you to bring the following documents on your first day for completion of formalities:

- Adhar Card
- Pan Card
- Education Certificates

Please feel free to reach out to Rajeshwari Roy Choudhury at Contact Number- 9372452540 if you have any questions.

We look forward to your contribution and wish you a successful and fulfilling career with RK HIV AIDS Research And Care Centre.

Welcome aboard!

Regards



Dr. Dharmendra Kumar
(Chairman)
RK HIV AID RESEARCH AND CARE CENTRE

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Sanganer Airport, Jaipur-302029

From:	Deepika Bhainsora <deepika.bhainsora@sarvodayahospital.com>
Sent:	28 January 2025 11:40
To:	Vinod Tejwani
Cc:	'Aisha Bhardwaj'; N Satheeshkanna; Anita Thapa
Subject:	RE: [External]RE: [External]RE: [External]RE: [External]Re: [External]Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur
Attachments:	Shivani Chauhan.pdf; Candidate Documents List_SH R3.pdf
Follow Up Flag:	Follow up
Flag Status:	Flagged

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Dear Mr. Vinod.

As discussed, sharing the offer Letter of Ms. Shivani Chauhan. Shivani is offered as Management Trainee with a stipend of Rs. 30,000/-month (Rupees Thirty Thousand per month). Based on the performance, she would be appointed as Assistant Manager grade ML with a CTC of Rs. 50,000/- month(Rupees Fifty Thousand per month) and a net take home salary of Rs. 45528/- month (Rupees Forty Five Thousand Five Hundred and Twenty Eight per month) from Aug 2025 onwards.

Kindly acknowledge the confirmation on same.

Thanks & Regards,
Deepika Bhainsora,
Deputy Manager – Human Resources | Mobile – +91 7200175988 Sarvodaya Hospital, Greater Noida (West), Uttar Pradesh https://sarvodayahospital.com/

sarvodaya HEALTHCARE

Sarvodaya family would request you to not print this email unless absolutely necessary

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

sarvodaya HEALTHCARE

SARVODAYA HOSPITAL
Gaur City 2, Gr. Noida (West) | Helpline: 1800 313 1414

SHGN/HR/Offer/2025 Date: Jan 28, 2024

To,

Shivani Chauhan

Offer of Appointment as "Management Trainee"

Dear Shivani,
Greetings from Sarvodaya!

In reference to you application and at our organization on terms & conditions discussed and agreed upon earlier. The position is based in **Greater Noida** subsequent discussion, we are delighted to offer you the position of **Management Trainee** in the department of **Pateint Care Service** we expect you to join **on or before Feb 12, 2025** at **Sarvodaya Hospital, Sec – 16 C, Greater Noida West, Uttar Pradesh.**

This offer will be followed by an **Appointment Letter** with detailed terms and conditions and salary, subject to the satisfactory completion of all the joining formalities including medical examination, reference/background checks, and registration with required authorities (wherever applicable).

Please acknowledge and send us a signed and scanned copy of your acceptance of this offer letter along with the resignation acceptance from your current organization by **Jan 30, 2024.**

Non-acceptance of the same within this time frame may result in the annulment of this offer.

You would be required to visit us for Pre-Medical Health Check-up at least three days prior to joining. Please carry all the documents as indicated in Annexure-A on the day of joining.

For any assistance, prior to or after joining the organization, do get in touch with the undersigned.

We congratulate you and look forward to a long and mutually beneficial association.

Yours Sincerely,

For Anshu Hospitals Limited,

Aisha

Aisha Bhardwaj
Unit Head-Human Resources

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

From: Shubhi Mishra <shubhi.hm28@iihmr.in>
Sent on: Friday, July 11, 2025 6:19:33 AM
To: Placements <placements@iihmr.edu.in>
Subject: Received Email from Indegene

Good Morning,
I have received this email from Indegene.
Thank you

Get Outlook for iOS

From: Shiladitya Biswas <shiladitya.biswas@indegene.com>
Sent: Friday, July 11, 2025 11:14:32 AM
To: Shubhi Mishra <shubhi.hm28@iihmr.in>
Cc: Elysha Chris Barretto <elysha.barretto@indegene.com>; Sanganagouda Biradar <sanganagouda.b@indegene.com>; Shiladitya Biswas <shiladitya.biswas@indegene.com>
Subject: LOI

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Requisition ID # 7558

Resume ID # 1272940 **July 11, 2025**

To,
Shubhi Mishra ,

Dear Shubhi ,

Congratulations! You have been selected for the apprenticeship training with Indegene Limited.

The process of joining as Apprentice involves registration on the Government portal, followed by release of a contract letter of Apprenticeship training and subsequently acceptance of the contract from the candidate.

The process shared above may take 1- 2 week to get completed, however your training will commence on the date of joining Indegene. During this period, respectively from Indegene hiring team will maintain regular communication with you to facilitate closure of registration process and to answer any query which you may have.

We would also like to inform you that as part of your engagement with Indegene as Apprentice, you will be eligible to receive a monthly stipend (details shared below) and some of the benefits, details of which will be communicated separately at time of joining, which are offered for this program.

Monthly Stipend – 44333

We thank you for showing interest in the position of Apprentice at Indegene and look forward to an early joining.

With best wishes,

Bina Patil
Vice President – Human Resources

indegene

Indegene Private Limited, Aspen Block G4, 3rd Floor, Manyata Embassy Business Park, Outer Ring Road, Nagawara, Bengaluru - 560 045, India

Phone: +91 80 4674 4567, +91 80 4644 7777
www.indegene.com

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Placements

From: Elysha Barretto (TAG) <elysha.barretto@indegene.com>
Sent: 25 June 2025 05:51 PM
To: Placements; Vinod Tejwani
Cc: Sanganagouda B (TAG); Shiladitya Biswas
Subject: Re: Indegene Campus Invitation | Project Associate
Attachments: Indegene JD_Project Associate.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

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Hi Vinod,

Resending the Project Associate JD. Please have all interested candidates to register in the link below.

Thank you!

Regards,
Elysha Barretto

From: Elysha Barretto (TAG)
Sent: Wednesday, June 25, 2025 3:57:37 PM
To: Placements <placements@iihmr.edu.in>
Cc: Sanganagouda B (TAG) sanganagouda.b@indegene.com; Shiladitya Biswas shiladitya.biswas@Indegene.com
Subject: Indegene Campus Invitation | Project Associate



Dear Team,

It was pleasure connecting with you over the call,

We hope this email finds you well!

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

We are excited to express our interest in recruiting **MBA** graduates from **IIHRM University** as a part of our Campus Program for 2025..

Why join us:

We are a technology-led healthcare solutions provider. We are driven by our purpose to enable healthcare organizations be future ready. We offer accelerated, global growth opportunities for talent that's bold, industrious and nimble. With Indegene, you gain a unique career experience that celebrates entrepreneurship, and is guided by passion, innovation, collaboration and empathy. To explore exciting opportunities at the convergence of healthcare and technology, check out www.careers.indegene.com

Who we are looking for:

Our company information and the detailed job description are attached herewith. Here's a snapshot though, for your quick reference:

- **Role: Program Associate (A3)**
- **CTC: [As applicable]: 6.00 Lacs p.a. Candidate will have to join the apprentice program for 1 year**

What's in store:

The evaluation process will consist of 3 elimination rounds:

Pre – Placement Talk will be conducted on Friday 27th April for all students interested to join Indegene. (please confirm the timeslot)

1. Resume Shortlisting: For candidates to shine a spotlight on their talent- we'd be looking for sparks that set them apart
2. Assignment: Technical Assessment (English & Data Interpretation – MCQ & Case study)
3.Technical Interview: Interview will be based on checking technical acumen, Problem-Solving and Decision-Making, Team Leadership and Collaboration. They will have the opportunity to discuss with our Hiring managers about the role and career plans.
4. HR Interview: Where candidates' personal values, personality traits, and professional aspirations take centre-stage in our evaluation of their culture-fit with our organization

Let's get going:

Interested candidates could confirm their application at Link:
https://career44.sapsf.com/sfcareer/jobreqcareerpvt?jobId=7558&company=indegenepr&st=C8D19A84508C638CA9A8799FC14973A1A00B8761

We look forward to an enthusiastic response from the batch. Should you have any questions or require additional information, please do not hesitate to contact us:

- **POC 1:** Elysha Barretto **(elysha.barretto@indegene.com)**
- **POC 2:** Sanganagouda.B **(sanganagouda.b@indegene.com)**
- **POC 2:** Shiladitya Biswas **(shiladitya.biswas@indegene.com)**

Thanks & Regards,
Campus Team

www.indegene.com

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KRISHIV HEALTH CARE

Date: 10/12/2024

Dr. Sneha Jadon

We are pleased to offer you position of "Executive" in the department of Branding & Marketing of Krishiv Khandaka Multispeciality Hospital A unit of Krishiv Health Care, Jaipur on mutually agreed terms and conditions during the interview.

Please proceed to join your duty at the earliest as the University protocols allows.

Your appointment shall be effective from the date of joining. To enable us to complete you're joining formalities, please bring along following documents in original with a self-attested photocopy at the time of joining our organization.

1. All Academics Certificates from SSC / equivalent onwards.
2. School leaving certificate / any proof of Date of birth.
3. PAN Card
4. Aadhar Card
5. Copy of Resignation Certificate duly acknowledged.
6. Relieving Letter from last employment.
7. Passport size photographs -6 nos.
8. Proof of two past employments.
9. Proof of last drawn salary - salary slip /bank transfer advice/ appointment/Increment letter.
10. Passport, if available.
11. Covid Vaccine Certificate.
12. Address proof (Voter's ID/ Ration card / E-Bill/ DL/ Adhar card).
13. One Cancelled Bank Cheque.
14. Any other document like Appreciation Letter, Award Certificate obtained during job.

Your appointment is subjected to verification of all the documents, medical check-up report and reference check. Your appointment is contractual in nature. Please note that delay in joining beyond the specified date may result in cancellation of this offer.

Please sign & return a copy of this letter as acceptance of the offer within 48 hours. This is a confidential document and cannot be shared by you with any third party.

Regards,

Krishiv Healthcare, Jaipur



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The IIHMR University
Prabhu Dayal Marg, Near
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Authorized Signatory

Candidate Signature

Position Title: Business Development Executive
Location: Jaipur
Company: Krishiv Healthcare
Reports To: Manager, Hospital at Home
Type: Full-Time.

Job Overview:

The Business Development Executive for Hospital-at-Home Services will be responsible for developing and executing marketing and Operational strategies to promote and grow the hospital-at-home service offerings. This includes creating awareness, driving patient acquisition, and fostering partnerships with healthcare providers and other relevant stakeholders. The role requires a blend of strategic thinking, healthcare knowledge, digital marketing knowledge, and good communication skills.

Key Responsibilities:

1. Develop Marketing Strategy and Plans

- Create and implement marketing strategies to increase awareness of the hospital-at-home service offering, targeting patients, healthcare providers, insurers, and other stakeholders.
- Identify and analyze market trends, customer needs, and competitor offerings to refine the hospital-at-home service value proposition.
- Develop targeted campaigns to promote the benefits of hospital-at-home services such as convenience, cost-effectiveness, and improved patient outcomes.

2. Branding and Awareness

- Lead efforts to establish and maintain the brand identity of the hospital-at-home service within the marketplace.
- Develop messaging and materials to promote the service, including brochures, digital content, case studies, and patient testimonials.
- Organize and manage events, webinars, and outreach activities to educate healthcare professionals, patients, and caregivers about the service.

3. Lead Generation and Patient Acquisition

- Drive patient acquisition strategies through targeted digital campaigns, SEO, paid advertising, social media, email marketing, and more.
- Identify new patient channels and partnerships with healthcare providers, insurance companies, and home care agencies.

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4. Partnership Development and Relationship Management

- Build and maintain relationships with referring physicians, healthcare organizations, insurance companies, and third-party vendors to drive referrals to the hospital-at-home program.
- Collaborate with hospital administration and clinical teams to ensure seamless integration of marketing efforts with service delivery.
- Educate healthcare professionals on the benefits and logistics of hospital-at-home services, helping to drive patient referrals.

5. Digital Marketing & Content Creation

- Manage the hospital-at-home service's online presence, including the website, social media platforms, and digital advertising.
- Develop content (articles, blogs, videos, etc.) that communicates the benefits and success stories of the hospital-at-home model to engage prospective patients and healthcare providers.
- Monitor and analyze digital marketing campaigns for effectiveness, making adjustments as needed to optimize performance.

6. Market Research and Reporting

- Conduct market research to understand patient and caregiver preferences, competitive offerings, and industry trends.
- Measure and report on the effectiveness of marketing campaigns, using data to refine strategies and maximize ROI.
- Stay informed about healthcare regulations, payer policies, and trends impacting the hospital-at-home model to adapt marketing strategies accordingly.

7. Collaboration with Internal Teams

- Work closely with the operations and clinical teams to ensure that marketing messages align with service delivery and patient experience.
- Provide input on the development of service packages, pricing strategies, and patient education materials.
- Ensure that all marketing efforts are compliant with healthcare regulations.

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Qualifications:

- **Education:**
  Bachelor's degree in Marketing, Healthcare Management, Business Administration, or a related field. A Master's degree is a plus.
- **Experience:**
  - Minimum 0-3 years of experience in healthcare marketing, preferably within a hospital-at-home or home healthcare environment.
  - Proven track record in developing and executing successful marketing campaigns for healthcare services.
  - Must be having Knowledge of digital marketing, lead generation, and content creation.
- **Skills & Abilities:**
  - Strong written and verbal communication skills.
  - Knowledge of digital marketing tools (Google, social media platforms, email marketing software, etc.).
  - Strong project management skills with the ability to prioritize tasks and meet deadlines in a fast-paced environment.
  - Ability to work cross-functionally with clinical teams, operations, and senior leadership.

Preferred Qualifications:

- Knowledge of healthcare marketing or telemedicine platforms.
- Familiarity with customer relationship management (CRM) tools and marketing automation platforms.

Work Environment:

- Office and Market based both.
- Flexibility to work remotely or hybrid as needed.
- Must be having vehicle.

Benefits:

- CTC Offered– For Initial Training Period the Stipend will be 25,000 PM, after Training period The CTC will 6 LPA and Above Based on the Performance Evaluation.

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Sakshi Pawar

From: Vinod Tejwani
Sent: 26 March 2025 11:14 AM
To: Placements; Anita Thapa
Cc: N Satheeshkanna
Subject: FW: Offer Letter - Dr. Surveen Kaur
Attachments: Surveen K.pdf

With Regards,

IIHMR UNIVERSITY

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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From: Pranav Joshi <pranav.joshi@nanavatimaxhospital.org>
Sent: 26 March 2025 10:48 AM
To: Surveen Kaur Sodhi <surveen.hm28@iihmr.in>
Cc: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Asit Bhalerao <asit.bhalerao@nanavatimaxhospital.org>; Abhishek Balu Jadhav <abhishek.jadhav@nanavatihospital.org>
Subject: Offer Letter - Dr. Surveen Kaur

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Dear Dr. Surveen,

This has reference to your application and subsequent discussions/interviews. The management is pleased to offer you an appointment in Nanavati Max Super Specialty Hospital as **Asst. Manager** in our **Medical Admin Dept.** on mutually discussed and agreed terms and conditions.

In consideration of the services rendered, you will be entitled to receive a CTC **of Rs. 6,00,000**/-(**Rupees Six Lakh Only**) per Annum which shall be subject to various deductions as applicable.

You are requested to join your duties on **07th April 2025** failing which this offer will automatically stand withdrawn.

You will be given a detail Letter of Appointment containing remuneration and other terms and conditions upon joining.

Your appointment is further subject to your medical fitness. Please come in **Fasting for 12 hrs** on or before **07th April 2025** for Medical Fitness at **9.30AM**.

You are also requested to bring along the following documents in original and self-attested photocopies of the same at the time of joining.

1. **Proof of date of birth**
2. **Proof of Education & Professional Qualifications**
3. **Residence proof**
4. **Previous experience certificates**
5. **Last Relieving letter**
6. **PAN card**
7. **Pre-Employment Medical reports**
8. **Aadhar Card**
9. **Copy of Cancelled Cheque / Passbook**
10. **Relevant & valid Council Registration (if applicable)**
11. **Three passport size photographs (white background)**
12. **Vaccination Certificate (Covid-19)**

Kindly send us your acceptance & written confirmation [via email], latest Mail Sent **Date + 2 days.** This letter as a token of your acceptance on the agreed terms and conditions during interview.

We look forward to having you on board and hope that you will prove to be an asset for the organization.

Regards,
Pranav Joshi

NANAVATI MAX Super Speciality Hospital

Human Resources
S.V. Road, Vile Parle (W)
Mumbai, Maharashtra – 400056.
EXTN : 1230 Contact No - 8087486412

MAX MyHealth Download the Max MyHealth App.

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

N Satheeshkanna

From: Sreepriya P
Sent: 16 July 2025 11:51 AM
To: Vinod Tejwani; N Satheeshkanna; Placements
Subject: Fwd: LOI

Get Outlook for Android

From: Shiladitya Biswas <shiladitya.biswas@indegene.com>
Sent: Saturday, July 12, 2025 6:40:53 pm
To: Sreepriya P <sreepriya.hm28@iihmr.in>
Cc: Elysha Chris Barretto <elysha.barretto@indegene.com>; Sanganagouda Biradar <sanganagouda.b@indegene.com>; Shiladitya Biswas <shiladitya.biswas@indegene.com>
Subject: LOI

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Requisition ID # 7558

Resume ID # 1273453 **July 12, 2025**

To,
Sreepriya P ,

Dear Sreepriya,

Congratulations! You have been selected for the apprenticeship training with Indegene Limited.

The process of joining as Apprentice involves registration on the Government portal, followed by release of a contract letter of Apprenticeship training and subsequently acceptance of the contract from the candidate.

The process shared above may take 1- 2 week to get completed, however your training will commence on the date of joining Indegene. During this period, respectively from Indegene hiring team will maintain regular communication with you to facilitate closure of registration process and to answer any query which you may have.

We would also like to inform you that as part of your engagement with Indegene as Apprentice, you will be eligible to receive a monthly stipend (details shared below) and some of the benefits, details of which will be communicated separately at time of joining, which are offered for this program.

Monthly Stipend – 44333

We thank you for showing interest in the position of Apprentice at Indegene and look forward to an early joining.

With best wishes,

Bina Patil
Vice President – Human Resources

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Indegene Private Limited, Aspen Block G4, 3rd Floor, Manyata Embassy Business Park, Outer Ring Road, Nagawara, Bengaluru - 560 045, India

Phone: +91 80 4674 4567, +91 80 4644 7777
www.indegene.com

Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

Placements

From: Elysha Barretto (TAG) <elysha.barretto@indegene.com>
Sent: 25 June 2025 05:51 PM
To: Placements; Vinod Tejwani
Cc: Sanganagouda B (TAG); Shiladitya Biswas
Subject: Re: Indegene Campus Invitation | Project Associate
Attachments: Indegene JD_Project Associate.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Vinod,

Resending the Project Associate JD. Please have all interested candidates to register in the link below.

Thank you!

Regards,
Elysha Barretto

From: Elysha Barretto (TAG)
Sent: Wednesday, June 25, 2025 3:57:37 PM
To: Placements <placements@iihmr.edu.in>
Cc: Sanganagouda B (TAG) sanganagouda.b@indegene.com; Shiladitya Biswas shiladitya.biswas@Indegene.com
Subject: Indegene Campus Invitation | Project Associate



Dear Team,

It was pleasure connecting with you over the call,

We hope this email finds you well!

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

We are excited to express our interest in recruiting **MBA** graduates from **IIHRM University** as a part of our Campus Program for 2025..

Why join us:

We are a technology-led healthcare solutions provider. We are driven by our purpose to enable healthcare organizations be future ready. We offer accelerated, global growth opportunities for talent that's bold, industrious and nimble. With Indegene, you gain a unique career experience that celebrates entrepreneurship, and is guided by passion, innovation, collaboration and empathy. To explore exciting opportunities at the convergence of healthcare and technology, check out www.careers.indegene.com

Who we are looking for:

Our company information and the detailed job description are attached herewith. Here's a snapshot though, for your quick reference:

- **Role: Program Associate (A3)**
- **CTC: [As applicable]: 6.00 Lacs p.a. Candidate will have to join the apprentice program for 1 year**

What's in store:

The evaluation process will consist of 3 elimination rounds:

Pre – Placement Talk will be conducted on Friday 27th April for all students interested to join Indegene. (please confirm the timeslot)

1. Resume Shortlisting: For candidates to shine a spotlight on their talent- we'd be looking for sparks that set them apart
2. Assignment: Technical Assessment (English & Data Interpretation – MCQ & Case study)
3.Technical Interview: Interview will be based on checking technical acumen, Problem-Solving and Decision-Making, Team Leadership and Collaboration. They will have the opportunity to discuss with our Hiring managers about the role and career plans.
4. HR Interview: Where candidates' personal values, personality traits, and professional aspirations take centre-stage in our evaluation of their culture-fit with our organization

Let's get going:

Interested candidates could confirm their application at Link:
https://career44.sapsf.com/sfcareer/jobreqcareerpvt?jobId=7558&company=indegenepr&st=C8D19A84508C638CA9A8799FC14973A1A00B8761

We look forward to an enthusiastic response from the batch. Should you have any questions or require additional information, please do not hesitate to contact us:

- **POC 1:** Elysha Barretto **(elysha.barretto@indegene.com)**
- **POC 2:** Sanganagouda.B **(sanganagouda.b@indegene.com)**
- **POC 2:** Shiladitya Biswas **(shiladitya.biswas@indegene.com)**

Thanks & Regards,
Campus Team

www.indegene.com

Disclaimer: This email (including any attachments) contains information, which is confidential and may be subject to legal privilege. If you are not the intended recipient, you must not use, distribute, or copy this email. If you have received this email in error, please notify the sender immediately and delete this. Any views expressed in this mail are not necessarily the views of Indegene. Thank you.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Global Health Patliputra Private Limited (Medanta)

CIN: U74999DL2015PTC283932
Registered Office: E-18, Defence Colony, New Delhi – 110024 Delhi Ph.No.011-44114411

LETTER OF INTENT **Date: 23-Dec-24**

Dr. Surbhi Kumari
IIHMR, Jaipur

Dear Dr. Surbhi,

Congratulations! We are pleased to offer you a position at **Global Health Patliputra Private Limited (Medanta))** on the following terms:

1.	Designation	Trainee – Medical Administration
2.	Total all inclusive CTC	- Rs. 25,000/- (Rupees Twenty Five Thousand Only) per month as stipend during Dissertation period - Rs 6,00,000/- (Rupees Six Lakhs Only) per annum upon completing the course i.e. dissertation submitted, final exams clear and degree being awarded. (feedback from supervisor at Medanta will also play important role at this step)
3.	Date of joining	15-Mar-2025 or earlier, if possible
4.	Place of posting	Patna

Company shall conduct background verification through a third party agency post your joining. **YOUR EMPLOYMENT SHALL BE SUBJECT TO SUCCESSFUL COMPLETION OF VERIFICATION AND SUBMISSION OF REPORT SATISFACTORY TO THE COMPANY**

Additionally, you shall also undergo pre-employment health check-up process and this offer will be subject to you being found medically fit. You will also be governed by the general terms and conditions as published in the detailed appointment letter given to you post joining.

LIST OF DOCUMENTS REQUIRED FOR JOINING

1	Certificates & mark sheets of class 10th, 12th, Graduation, PG(mark sheet as well as degree) or any other professional course	2 Copies of each
2	State Registration certificate (valid) from respective Clinical/Nursing/Pharmacy Council (as applicable)	
3	Internship completion certificate & Course completion certificate	
Mandatory for Doctors: All documents mentioned above in Sl. No 1 & 2 needs to be self-attested		
4	**PAN CARD**	
5	Address Proof (Aadhaar card/Passport / Voter card / Driving license)	
6	Appointment Letter and salary slip from the last employer	
7	Relieving Letter/Resignation acceptance from the last employer	
8	Experience Certificate from all previous employers	
9	Other Documents • 4 Passport Size photographs • Copy of Vehicle Registration Certificate (RC) incase parking facility is required	

Please return the duplicate copy of this letter duly signed as acknowledgement in case offer is acceptable to you. We look forward to your being part of Medanta Family.

Yours faithfully,
For **GLOBAL HEALTH LTD**

SAURABH UPADHYAY
SENIOR VICE PRESIDENT & HEAD – HUMAN RESOURCES

Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

Accept.....

KRISHIV HEALTH CARE

Date: 17/12/2024

Dr. Surbhi Sharma

We are pleased to offer you position of "Executive" in the department of Branding & Marketing of Krishiv Khandaka Multispeciality A unit of Krishiv Health Care, Jaipur on mutually agreed terms and conditions during the interview.

Please proceed to join your duty at the earliest as the University protocols allows.

Your appointment shall be effective from the date of joining. To enable us to complete you're joining formalities, please bring along following documents in original with a self-attested photocopy at the time of joining our organization.

1. All Academics Certificates from SSC / equivalent onwards.
2. School leaving certificate / any proof of Date of birth.
3. PAN Card
4. Aadhar Card
5. Copy of Resignation Certificate duly acknowledged.
6. Relieving Letter from last employment.
7. Passport size photographs -6 nos.
8. Proof of two past employments.
9. Proof of last drawn salary - salary slip /bank transfer advice/ appointment/Increment letter.
10. Passport, if available.
11. Covid Vaccine Certificate.
12. Address proof (Voter's ID/ Ration card / E-Bill/ DL/ Adhar card).
13. One Cancelled Bank Cheque.
14. Any other document like Appreciation Letter, Award Certificate obtained during job.

Your appointment is subjected to verification of all the documents, medical check-up report and reference check. Your appointment is contractual in nature. Please note that delay in joining beyond the specified date may result in cancellation of this offer.

Please sign & return a copy of this letter as acceptance of the offer within 48 hours. This is a confidential document and cannot be shared by you with any third party.

Regards,

Krishiv Healthcare, Jaipur



Authorized Signatory

Candidate Signature

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Position Title: Business Development Executive
Location: Jaipur
Company: Krishiv Healthcare
Reports To: Manager, Hospital at Home
Type: Full-Time.

Job Overview:

The Business Development Executive for Hospital-at-Home Services will be responsible for developing and executing marketing and Operational strategies to promote and grow the hospital-at-home service offerings. This includes creating awareness, driving patient acquisition, and fostering partnerships with healthcare providers and other relevant stakeholders. The role requires a blend of strategic thinking, healthcare knowledge, digital marketing knowledge, and good communication skills.

Key Responsibilities:

1. Develop Marketing Strategy and Plans

- Create and implement marketing strategies to increase awareness of the hospital-at-home service offering, targeting patients, healthcare providers, insurers, and other stakeholders.
- Identify and analyze market trends, customer needs, and competitor offerings to refine the hospital-at-home service value proposition.
- Develop targeted campaigns to promote the benefits of hospital-at-home services such as convenience, cost-effectiveness, and improved patient outcomes.

2. Branding and Awareness

- Lead efforts to establish and maintain the brand identity of the hospital-at-home service within the marketplace.
- Develop messaging and materials to promote the service, including brochures, digital content, case studies, and patient testimonials.
- Organize and manage events, webinars, and outreach activities to educate healthcare professionals, patients, and caregivers about the service.

3. Lead Generation and Patient Acquisition

- Drive patient acquisition strategies through targeted digital campaigns, SEO, paid advertising, social media, email marketing, and more.
- Identify new patient channels and partnerships with healthcare providers, insurance companies, and home care agencies.

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4. Partnership Development and Relationship Management

- Build and maintain relationships with referring physicians, healthcare organizations, insurance companies, and third-party vendors to drive referrals to the hospital-at-home program.
- Collaborate with hospital administration and clinical teams to ensure seamless integration of marketing efforts with service delivery.
- Educate healthcare professionals on the benefits and logistics of hospital-at-home services, helping to drive patient referrals.

5. Digital Marketing & Content Creation

- Manage the hospital-at-home service's online presence, including the website, social media platforms, and digital advertising.
- Develop content (articles, blogs, videos, etc.) that communicates the benefits and success stories of the hospital-at-home model to engage prospective patients and healthcare providers.
- Monitor and analyze digital marketing campaigns for effectiveness, making adjustments as needed to optimize performance.

6. Market Research and Reporting

- Conduct market research to understand patient and caregiver preferences, competitive offerings, and industry trends.
- Measure and report on the effectiveness of marketing campaigns, using data to refine strategies and maximize ROI.
- Stay informed about healthcare regulations, payer policies, and trends impacting the hospital-at-home model to adapt marketing strategies accordingly.

7. Collaboration with Internal Teams

- Work closely with the operations and clinical teams to ensure that marketing messages align with service delivery and patient experience.
- Provide input on the development of service packages, pricing strategies, and patient education materials.
- Ensure that all marketing efforts are compliant with healthcare regulations.

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Sanganer Airport, Jaipur-302029

Qualifications:

- **Education:**
  Bachelor's degree in Marketing, Healthcare Management, Business Administration, or a related field. A Master's degree is a plus.
- **Experience:**
  - Minimum 0-3 years of experience in healthcare marketing, preferably within a hospital-at-home or home healthcare environment.
  - Proven track record in developing and executing successful marketing campaigns for healthcare services.
  - Must be having Knowledge of digital marketing, lead generation, and content creation.
- **Skills & Abilities:**
  - Strong written and verbal communication skills.
  - Knowledge of digital marketing tools (Google, social media platforms, email marketing software, etc.).
  - Strong project management skills with the ability to prioritize tasks and meet deadlines in a fast-paced environment.
  - Ability to work cross-functionally with clinical teams, operations, and senior leadership.

Preferred Qualifications:

- Knowledge of healthcare marketing or telemedicine platforms.
- Familiarity with customer relationship management (CRM) tools and marketing automation platforms.

Work Environment:

- Office and Market based both.
- Flexibility to work remotely or hybrid as needed.
- Must be having vehicle.

Benefits:

- CTC Offered– For Initial Training Period the Stipend will be 25,000 PM, after Training period The CTC will 6 LPA and Above Based on the Performance Evaluation.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

KRISHIV HEALTH CARE

Date: 10/12/2024

Mr. Tanmay Sharma

We are pleased to offer you position of "Executive" in the department of Branding & Marketing of Krishiv Khandaka Multispeciality Hospital A unit of Krishiv Health Care, Jaipur on mutually agreed terms and conditions during the interview.

Please proceed to join your duty at the earliest as the University protocols allows.

Your appointment shall be effective from the date of joining. To enable us to complete you're joining formalities, please bring along following documents in original with a self-attested photocopy at the time of joining our organization.

1. All Academics Certificates from SSC / equivalent onwards.
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4. Aadhar Card
5. Copy of Resignation Certificate duly acknowledged.
6. Relieving Letter from last employment.
7. Passport size photographs -6 nos.
8. Proof of two past employments.
9. Proof of last drawn salary - salary slip /bank transfer advice/ appointment/Increment letter.
10. Passport, if available.
11. Covid Vaccine Certificate.
12. Address proof (Voter's ID/ Ration card / E-Bill/ DL/ Adhar card).
13. One Cancelled Bank Cheque.
14. Any other document like Appreciation Letter, Award Certificate obtained during job.

Your appointment is subjected to verification of all the documents, medical check-up report and reference check. Your appointment is contractual in nature. Please note that delay in joining beyond the specified date may result in cancellation of this offer.

Please sign & return a copy of this letter as acceptance of the offer within 48 hours. This is a confidential document and cannot be shared by you with any third party.

Regards,

Krishiv Healthcare, Jaipur



Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Authorized Signatory

Candidate Signature

Position Title: Business Development Executive
Location: Jaipur
Company: Krishiv Healthcare
Reports To: Manager, Hospital at Home
Type: Full-Time.

Job Overview:

The Business Development Executive for Hospital-at-Home Services will be responsible for developing and executing marketing and Operational strategies to promote and grow the hospital-at-home service offerings. This includes creating awareness, driving patient acquisition, and fostering partnerships with healthcare providers and other relevant stakeholders. The role requires a blend of strategic thinking, healthcare knowledge, digital marketing knowledge, and good communication skills.

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4. Partnership Development and Relationship Management

- Build and maintain relationships with referring physicians, healthcare organizations, insurance companies, and third-party vendors to drive referrals to the hospital-at-home program.
- Collaborate with hospital administration and clinical teams to ensure seamless integration of marketing efforts with service delivery.
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- Ensure that all marketing efforts are compliant with healthcare regulations.

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The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Qualifications:

- **Education:**
  Bachelor's degree in Marketing, Healthcare Management, Business Administration, or a related field. A Master's degree is a plus.
- **Experience:**
  - Minimum 0-3 years of experience in healthcare marketing, preferably within a hospital-at-home or home healthcare environment.
  - Proven track record in developing and executing successful marketing campaigns for healthcare services.
  - Must be having Knowledge of digital marketing, lead generation, and content creation.
- **Skills & Abilities:**
  - Strong written and verbal communication skills.
  - Knowledge of digital marketing tools (Google, social media platforms, email marketing software, etc.).
  - Strong project management skills with the ability to prioritize tasks and meet deadlines in a fast-paced environment.
  - Ability to work cross-functionally with clinical teams, operations, and senior leadership.

Preferred Qualifications:

- Knowledge of healthcare marketing or telemedicine platforms.
- Familiarity with customer relationship management (CRM) tools and marketing automation platforms.

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- Office and Market based both.
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- Must be having vehicle.

Benefits:

- CTC Offered– For Initial Training Period the Stipend will be 25,000 PM, after Training period The CTC will 6 LPA and Above Based on the Performance Evaluation.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

N Satheeshkanna

From: Yash Vaishnav <vaishnavyash601@gmail.com>
Sent: 21 February 2025 08:50 PM
To: N Satheeshkanna
Subject: Re: Request to Share Internship Opportunities with IIHMR University

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Sir, Good Evening. I hope you are doing well. As per our discussion on call, Dr. Monika Kriplani won't be available to join this internship, we would like to opt for Ms. Shikha Singh in place of Dr. Monika Kriplani. Please let us know about her availability so that we can plan the remaining things accordingly.
Thank You

Regards,
Yashwant Vaishnav
Co-Founder, Director
LivingNeeds Healthcare Pvt. Ltd.

On Wed, Feb 19, 2025 at 8:58 PM Yash Vaishnav <vaishnavyash601@gmail.com> wrote:

Hi Sir. I hope you are doing well. It was a great experience to conduct interviews of all the shortlisted candidates at IIHMR University on 13th of February 2025.

All the students have performed so well during the interview process. It was a very tough process to finalize the selected candidates during the interviews.

After careful consideration, and internal discussions, we have decided to select two candidates as of now, Dr. Monika Kriplani and Dr. Tushar Yadav for this three months internship program starting from 10th march 2025. We are excited to proceed with the joining of both of the selected candidates and we hope that the students would have an enormous learning experience at our organization and would perform extraordinarily contributing to the growth of our organization.

We would share the offer letter of the selected candidates along with the details with you shortly.
Thank You

Regards,
Yashwant Vaishnav
Co-Founder, Director
LivingNeeds Healthcare Pvt. Ltd.

On Fri, Feb 7, 2025 at 5:30 PM N Satheeshkanna <satheeshkanna@iihmr.edu.in> wrote:

Dear Mr. Yash,

Thank you for sharing the details of the shortlisted students.

We would be delighted to host you at IIHMR University, Jaipur, for the interview process. Kindly let us know your availability so we can schedule it at your convenience.

Please note that Monday, 10th February 2025, is unavailable as we have another recruitment process scheduled on that day.

Looking forward to your response.

Thanks & Regards,

IIHMR UNIVERSITY

N. Satheeshkanna,

Sr. Manager - Placements
A: IIHMR University | 1, Prabhu Dayal Marg,

Near Sanganer Airport, Jaipur – 302029
E: satheeshkanna@iihmr.edu.in| W: www.iihmr.edu.in
M: +91 978-245-3035 | P: +91 141 3924700 (455)

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for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

From: Yash Vaishnav <vaishnavyash601@gmail.com>
Sent: 07 February 2025 05:24 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>; hr@livingneeds.org
Subject: Re: Request to Share Internship Opportunities with IIHMR University

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Sir. Good Afternoon.
I hope you are doing well. I am writing this email to follow up on the trailing mail that I have sent to you just a few days ago.As we have already shared the list of all the shortlisting candidates We would like to schedule offline interviews of all the candidates at the IIHMR Incubation center by next week. Please let us know about it as per the availability of the students and College schedules. We would love to hear from you soon
Thank You
Regards,
Yashwant Vaishnav
LivingNeeds Healthcare
Contact No. - 6367555382

On Tue, Jan 28, 2025 at 1:41 PM Yash Vaishnav <vaishnavyash601@gmail.com> wrote:

Hi Sir, I hope you are doing well. I am writing this email to inform you that we have shortlisted candidates to proceed with the interview for the internship program. These candidates have been chosen based upon the list of all the interested candidates that you have shared with us. I am resharing the updated list of the candidates who have been selected for the interview rounds. Please check it out and let me know when we can schedule the interviews of these candidates.
Thank You

Regards,
Yashwant Vaishnav
LivingNeeds Healthcare
Contact No. - 6367555382

On Tue, Jan 7, 2025 at 3:32 PM Yash Vaishnav <vaishnavyash601@gmail.com> wrote:

Hi Sir.
I hope you are doing well. Thank you so much for reaching out and taking out time for shortlisting candidates for our internship program. We will start shortlisting candidates for the interviews by this week only and will let you know once we are done with that and finalize the dates for conducting interviews and proceed with further process.
Thank You

Regards,
Yashwant Vaishnav
LivingNeeds Healthcare
Contact No. - 6367555382

On Tue, Jan 7, 2025 at 10:53 AM N Satheeshkanna <satheeshkanna@iihmr.edu.in> wrote:

Dear Mr. Yash,

Greetings!!!

As per the discussion with you, herewith I have enclosed the interested students details and their CV's for your kind perusal.

Please let us know the further proceedings from your end. So that we can communicate the students about the interview process accordingly.

Thanks & Regards,

IIHMR UNIVERSITY

N. Satheeshkanna,

Sr. Manager - Placements
A: IIHMR University | 1, Prabhu Dayal Marg,

Near Sanganer Airport, Jaipur – 302029
E: satheeshkanna@iihmr.edu.in| **W:** www.iihmr.edu.in
M: +91 978-245-3035 | **P:** +91 141 3924700 (455)

Go Green: - Please do not print this email unless it is necessary. Every unprinted email helps the environment

From: Kushal Pareek <kushal@iihmrstartups.com>
Sent: 23 December 2024 09:57 AM
To: Yash Vaishnav <vaishnavyash601@gmail.com>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: IIHMR STARTUPS <startups@iihmrfoundation.org>; yash@livingneeds.org; Puneet Datta <puneetdatta@iihmrstartups.com>
Subject: RE: Request to Share Internship Opportunities with IIHMR University

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Yash

Thanks for sharing the JD for interns, I am connecting you with our Dean placement Mr. Vinod Tejwani Ji for further discussion. Vinod sir is reachable at 9891393008.

****

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Dear Vinod Sir,

Mr. Yash is the founder of Livingneeds and they are one of our incubated startups, they have the requirement of interns for their venture. Mr. Yash is reachable at 6367555382. Your team may reach out to him for further discussion and requirements.

Thanks & Regards,

IIHMR STARTUPS
A unit of IIHMR Foundation

Dr. Kushal Pareek

Incubation Manager

A: IIHMR Startups | 1, Prabhu Dayal Marg, ear

Sanganer Airport, Jaipur – 302029

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

E: kushal@iihmrstartups.com

W: iihmrstartups.com
P: +918875131013
Go Green: - Please do not print this email unless it is necessary. Every unprinted email helps the environment

From: Yash Vaishnav <vaishnavyash601@gmail.com>
Sent: 21 December 2024 04:21 PM
To: Kushal Pareek <kushal@iihmrstartups.com>
Cc: IIHMR STARTUPS <startups@iihmrfoundation.org>; yash@livingneeds.org
Subject: Request to Share Internship Opportunities with IIHMR University

Hi Kushal Sir, Good day

I hope this email finds you well. As being one of the incubated Startups at IIHMR Startups, we would like to inform you about our recent hiring requirements -

We are currently hiring interns in the following fields:

HR and Operations Management: (Healthcare Students preferred)

-
- Assist in streamlining recruitment and onboarding processes.
- Support in planning and managing daily operations.
- Conduct research and provide insights for process improvement.
- Coordinate with teams to ensure smooth workflow and compliance with company policies.

Product Development:

- Collaborate with the product team to conceptualize and design innovative solutions.
- Create sketches, prototypes, and mockups for new products as per the healthcare landscapes.
- Analyzing different healthcare patterns and Patient behavior to assist in refining product development strategies and design based on user feedback.
- Research market trends, Healthcare Data, Consumer behavior (Patients and Hospitals and analyse other various aspects to align designs with current needs.

UI/UX Designing:

- Develop wireframes, prototypes, and user flows on Figma to enhance user experience.
- Conduct user research (On Patients and Hospitals) and testing to gather insights for improving interfaces.
- Collaborate with developers to ensure seamless integration of design elements.
- Create visually appealing and functional designs for web and mobile platforms.

Social Media Management:

- Develop and execute social media strategies to increase brand visibility among targeted Healthcare audiences.
- Create engaging content, including posts, reels, and graphics.
- Monitor and analyze social media performance using analytics tools.
- Interact with followers and manage social media campaigns effectively.

CTC Offered: 6 LPA (Post Traineeship after 3 Months)

We believe these roles could be a great fit for the talented students at IIHMR University. I have attached the detailed job descriptions for your reference. I would greatly appreciate it if you could share these opportunities with the students or relevant departments.

Please let me know if there's any additional information you require.

Thank you for your support.

Best regards,
Yashwant Vaishnav
Founder - LivingNeeds Healthcare Pvt. Ltd.
Mob. No. - 6367555382

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Global Health Limited

LETTER OF INTENT **Date: 23-Dec-24**

Dr. Urvi Sharma
IIHMR, Jaipur

Dear Dr. Urvi,

Congratulations! We are pleased to offer you a position at **Global Health Limited (Medanta)** on the following terms:

1.	Designation	Trainee – Medical Administration
2.	Total all inclusive CTC	- Rs. 25,000/- (Rupees Twenty Five Thousand Only) per month as stipend during Dissertation period - Rs 6,00,000/- (Rupees Six Lakhs Only) per annum upon completing the course i.e. dissertation submitted, final exams clear and degree being awarded. (feedback from supervisor at Medanta will also play important role at this step)
3.	Date of joining	15-Mar-2025 or earlier, if possible
4.	Place of posting	Gurgaon

Company shall conduct background verification through a third party agency post your joining. **YOUR EMPLOYMENT SHALL BE SUBJECT TO SUCCESSFUL COMPLETION OF VERIFICATION AND SUBMISSION OF REPORT SATISFACTORY TO THE COMPANY**

Additionally, you shall also undergo pre-employment health check-up process and this offer will be subject to you being found medically fit. You will also be governed by the general terms and conditions as published in the detailed appointment letter given to you post joining.

LIST OF DOCUMENTS REQUIRED FOR JOINING

1	Certificates & mark sheets of class 10th, 12th, Graduation, PG(mark sheet as well as degree) or any other professional course	2 Copies of each
2	State Registration certificate (valid) from respective Clinical/Nursing/Pharmacy Council (as applicable)	
3	Internship completion certificate & Course completion certificate	
Mandatory for Doctors: All documents mentioned above in Sl. No 1 & 2 needs to be self-attested		
4	**PAN CARD**	
5	Address Proof (Aadhaar card/Passport / Voter card / Driving license)	
6	Appointment Letter and salary slip from the last employer	
7	Relieving Letter/Resignation acceptance from the last employer	
8	Experience Certificate from all previous employers	
9	Other Documents • 4 Passport Size photographs • Copy of Vehicle Registration Certificate (RC) incase parking facility is required	

Please return the duplicate copy of this letter duly signed as acknowledgement in case offer is acceptable to you. We look forward to your being part of Medanta Family.

Yours faithfully,
For **GLOBAL HEALTH LTD**

SAURABH UPADHYAY
SENIOR VICE PRESIDENT & HEAD – HUMAN RESOURCES

Accept.....

Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

05-Mar-25

Vaishnavi Soni
18-6-829, Laldarwaza, Near Bachamma Temple, Laldarwaza, Charminar, Hyderabad, Andhra Pradesh

Dear Vaishnavi,

Letter of Appointment

With reference to our recent discussions regarding your possible employment with **Care Health Insurance Limited**, hereafter referred to as the Company, we are pleased to offer you the position of **Manager – Medical Claims** on the following terms and conditions defined herein:

1. **Date of Joining:** Your appointment will be effective from **10-Mar-25** or any other date mutually agreed upon in writing.

2. **Place of work:** Your place of work is **Gurgaon-Vipul Tech**. Your place of work may be changed to any other location within India / any group Company, as directed by the Company from time to time. In addition, in performance of your duties for the company, you may be required to travel within and/or outside.

3. **Reporting:** You will report to **Manager – Medical Claims** or any other designate person as specified by the Company from time to time.

4. **Remuneration:** Your annual compensation package on a Total Fixed Cost (TFC) basis is **Rs. 600000(Rupees Six Lakh(s) Only).** This amount will include basic salary, taxable and non-taxable allowances & benefits, and other payments, payable as per the designate acts. Annexure 1 provides your compensation break-up, as per the applicable Compensation Structure.

5. **Medical**: You may be required to undergo medical examination by a Company appointed medical practitioner as and when directed by the Company and to comply with rules and instructions in the matter. Your services may be terminated without notice if the Company considers you unsuitable for retention in service on medical grounds.

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6. Group Insurance: You will be covered under the Group Personal Accident Insurance, Group Life Insurance and Hospitalization Insurance/ Employee's State Insurance Corporation (as applicable) in accordance with company'spolicy.

7. Hours of Work: Your hours of work will be in line with the needs of your role/function, in accordance with the company policy and provisions of applicable laws

8. Probation: You will work on probation for a period of six months from the date of joining. This may be extended at the discretion of the Company and you will continue to be on probation till a confirmation letter has been issued to you in writing. During your probation or thereafter, you shall undertake such studies /vocational courses as may be required by Company / your superiors. You may also be required to take such examinations / obtain such certifications as the Company / your superiors may require from time to time, and your confirmation / promotions/ salary enhancements etc. may be linked to your having successfully cleared the required examinations / certifications &/or successfully undergone required studies.

9. Age of Retirement: Your age of retirement will be 58 years and you shall stand relieved on retirement at the end of the month in which you attain the age of 58 years.

10. Whole Time and Attention: During your employment with the Company you shall devote your best efforts for promoting the Company's (and of any other relevant Group Company, affiliate and/ or business associate of the Company) business and may not without prior written consent of the Company(and subject to any terms and conditions the Company may impose) engage or be interested (directly or indirectly) in any other business or employment.

11. Leave: In addition to public holidays observed by the Company, you shall be entitled to a paid annual leave for each calendar year in accordance with the existing leave policy, prorated from your date of joining. The Company is covered by the Maternity Benefit Act, 1961 and the eligible employees will be entitled to the benefits like maternity leave as per the amended provisions of the Maternity Benefit Act save and except those who are covered by ESI Act since they will be entitled to the benefits as per the applicable said Act.

12. Confidentiality: You shall not during the course or even after cessation of your employment with the Company or any time thereafter, use or disclose to any other Company, firm or person, any of the business or affairs of the Company, nor shall you without the consent of the Company, publish any book, booklet, brochure or any other publication, whether for remuneration or otherwise, relating to the affairs of the Company or to your work in the Company. You shall also not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, information or documents, official or otherwise relating to the Company or its subsidiaries, except with prior approval. Any breach of this clause would be viewed with severity by the Management and a strict action shall be taken by the Company.. You may also be also required to execute and sign a separate Maintenance or Non-Disclosure Agreement.

13. Disclosure: You (including on behalf of your family) shall disclose to the Company all your business interests and any material transaction(s) with the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), whether or not they are similar to or in conflict with the business(es) or activities of the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), and all circumstances in respect thereof and whether there is, or might be, a conflict of interest between the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company) and you (and/or your

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family) during the period of your employment with the Company and for a period of 12 months after cessation of your employment.

14. Company Policies: You will be governed by the Company's policies, as applicable at your grade. The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies which are available online.

15. Return of Company Property: You shall promptly upon request by the Company and in any event upon the termination of your employment deliver to the Company all monies, securities, other properties belonging to the company, all lists of clients or customers, correspondence and all other documents, papers and records in whatever form including but not limited to electronically held data containing or referring to any trade secrets or confidential information concerning the business of the Company and any Group Company which may have been prepared by you or come into your possession, custody or control in the course of your employment including any prior employment with any Group Company. You shall not keep any copies of these items.

16. Monitoring Policy: As per Company Policy, telephone conversations of employees may be recorded and monitored for the purpose of creating record of transactions, and for compliance purposes. Any recordings will be stored securely, and will not be disclosed outside the group companies, except as required by law.

Further please note that the emails sent to you and by you may be monitored, from time to time, for the purposes of identifying any non-compliance with company policies, or applicable laws.

Any data of customers, partners, employee or company contact data is strictly prohibited for circulation to anyone outside the Company and also you should restrain the circulation of data even for internal purpose except to the concerned employees of the Company.

If such monitoring discloses any breaches of any law or company policies disciplinary action may follow, including termination from the employment.

During Employment or cessation of your employment you cannot share any such data of the company pertaining to its customers, partners, employees, sensitive information

17. Intellectual Property: Subject to any relevant legislation, if at any time in the course of your employment you make or discover or participate in the making or discovery of any letters patent, trade marks, service marks, designs, copyrights, inventions, drawings, computer programs, know- how and rights of like nature however arising and whether registered or unregistered ("intellectual property") relating to or capable of being used in the Company (and of any other relevant Group Company, affiliate and/ or business associate of the Company) you shall immediately disclose full details thereof to the Company and, at the request and expense of the Company, you shall do all things which may be necessary or desirable for obtaining appropriate forms of protection for such intellectual property in such parts of the world as may be specified by the Company and for vesting all rights in the same in the Company or its nominee.

All rights and obligations under this paragraph in respect of intellectual property made or discovered by you during your employment shall continue in full force and effect after the termination of your employment and shall be binding upon your personal representatives

The employee shall not disclose to anyone, directly or indirectly, except when the duties may

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require, during or subsequent to the term of employment, any trade secret or confidential information regarding Company's business. Trade Secrets and Confidential information for this purpose shall include, but not limited to, product information, process information, customer lists, employee details, company policies and procedures and financial information (including results, budgets and other financial plans and systems).

18. Notice Period: In case either the employer or the employee wishes to terminate the employment contract, a notice of 90 days should be served in writing by the party who wishes to terminate the contract to the other party. The Company depending on the business context and its sole discretion may allow you to pay the equivalent of the Total Fixed Cost (TFC) (*excluding gratuity and GMC if applicable)*amount in lieu of any period and / or adjust notice period against your leave balance subject to satisfactory handing over of the charges to your superior.

Notice period during probation would be 30 days or equivalent of the TFC (*excluding gratuity)* in lieu of notice.

19. Termination: 1. If any time during the course of your employment it is found that you have made a false or an incomplete declaration as regards to your qualifications/ experience and other details, your appointment will be treated void *ab initio* and you shall cease to be on the rolls of the company with immediate effect. In that case you shall not be entitled to any notice period or payment in lieuthereof.

2. If any time during the course of your employment it is found that you have:

a. committed any act of gross misconduct; or

b. committed any serious breach or repeated or continued a material breach of the terms of your employment; or

c. been guilty of conduct tending to bring yourself or the company into disrepute; or

d. been convicted of a criminal offence, other than a road traffic offence for which you are not sentenced to a term of imprisonment whether immediate or suspended; or

e. become bankrupt or made any arrangement or composition with or for the benefit of your creditors; or

f. cease to hold the qualifications necessary for you to carry out your work with the company; or

g. been found in an act of moral turpitude or having indulged in violations laws as applicable in general to the Company; or

h. been absent for a continuous period of 14 days (including absence when leave though applied for, is not granted or when you overstay period of sanctioned leave by 14 days); or

i. provided false, inaccurate or incomplete information to the company regarding your background and/or previous employment.

j. been found inefficient or lower performer as compared to other employees of your category.

In all such aforementioned cases you shall not be entitled to any notice period or payment in lieu thereof.

for Registrar
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20. **Performance Monitoring** :You are required to deliver performance up to the expected levels as per the targets entrusted to you by reporting officer from time to time. In case your performance is not found to be satisfactory, you will be put under an appropriate Performance Improvement Plan. In case your performance does not improve even after you are put on such plan, the Company will review the matter of continuance of your employment and take appropriate action, including but not limited to termination.

21. **Non Solicitation:** You shall not at any time during the term of your employment with the Company or thereafter for a period of six months after cessation of your employment, directly or indirectly solicit the Company's (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) personnel to leave the employment of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) or apply for employment with any third party or encourage such personnel of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to take any action or inaction that may adversely impact the performance or reputation of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) of its obligations under this Letter of Appointment and / or any other contract or adversely impact the ability of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to carry out its normal business activities.

22. **Others:** 1. It will be obligatory on your part to ensure compliance to the applicable statutes, regulations and requirements laid down by the Company, JV partners various regulatory and statutory bodies .

2. In the event of you being found acting in breach of your terms of appointment or indulged in an act of misconduct or an act that has brought disrepute to the organization, you shall render yourself liable for a disciplinary action as per the rules as applicable .

3. Clause headings do not form part or affect the interpretation of this letter of appointment.

23. **Joining Formalities:** As part of the joining formalities, you are requested to bring the following documents with you on the day of joining:

1. 3 Passport size photographs on red background (for branch offices red is not mandatory).

2. Copies of all years mark sheets of the highest qualification/Degree certificate

3. Copy of previous employer Salary Slip

4. Copy of Relieving Letter / Endorsed Resignation letter.

5. Copy of Address proof (any one) :-Ration Card/ Utility Bills/ Driving License/ Passport/ Affidavit

6. Copy of PAN Card

7. Copy of AADHAR Card

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association.

For **Care Health Insurance Limited**

Rashi Ramani

Head - Human Resources

Accepted and agreed by **Vaishnavi Soni**

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Annexure: 1

	Per Annum	Per Month
BASIC	240000	20000
ALLOWANCES		
House Rent Allowance	120000	10000
Education Allowance	128016	10668
LTA Through Salary	42000	3500
MONTHLY GROSS *		**45338**
BENEFITS:CONTRIBUTION BY ORGANISATION		
Statutory Bonus	14040	1170
Provident Fund	28800	2400
Gratuity	11544	962
GMC	15600	1300
TOTAL FIXED COST(TFC)	**600000**	

*** The following amount will be deducted from your monthly gross as your contribution towards statutory benefits**
PF - 2400

Leave Travel Allowance or Medical Allowance (if applicable) will be paid as monthly components

Gratuity (if applicable) - As per Gratuity Act, payable only after completion of 5 continuous years of service in organization.

****Guaranteed Bonus**: You will be entitled for a onetime bonus of 60000 (all relevant taxes applicable) in April'26 in lieu of performance bonus for FY 25-26. This will be subject to your being in active services (non-resigned) with Care Health Insurance Limited at the time of payout(s). To be eligible for this guaranteed bonus, you should have a minimum rating of 3 or above in FY 25-26. From year 26-27, you will be eligible to participate in the Company's Annual Incentive/Bonus Plan subject to the terms and conditions of such Plan and any amendments as may be made from time to time.

- **Deductions** The Company may during your employment, or on termination for whatever reason, deduct from your remuneration any monies due from you to the Company including but not limited to:
  - Any overpayment of salary or expenses or payment made to you by mistake or misrepresentation; and/or
  - Any outstanding loans or advances made to you by the Company; and/or Amounts equal
  - in sum to the amount of any secret/illegitimate profits that you make from the Company's business/interests; and/or
  - Any debt owed by you to the Company; and/or
  - Any other deductions permitted under applicable law including Tax.

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05-Mar-25

Vemula Vyshnavi
50/LIG-1-180-E, B Camp APHB Colony,
Arora Nagar-M, Kurnool, Andhra Pradesh

Dear Vemula,

Letter of Appointment

With reference to our recent discussions regarding your possible employment with **Care Health Insurance Limited**, hereafter referred to as the Company, we are pleased to offer you the position of **Manager – Medical Claims** on the following terms and conditions defined herein:

1. **Date of Joining:** Your appointment will be effective from **10-Mar-25** or any other date mutually agreed upon in writing.

2. **Place of work:** Your place of work is **Gurgaon-Vipul Tech**. Your place of work may be changed to any other location within India / any group Company, as directed by the Company from time to time. In addition, in performance of your duties for the company, you may be required to travel within and/or outside.

3. **Reporting:** You will report to **Manager – Medical Claims** or any other designate person as specified by the Company from time to time.

4. **Remuneration:** Your annual compensation package on a Total Fixed Cost (TFC) basis is **Rs. 600000(Rupees Six Lakh(s) Only).** This amount will include basic salary, taxable and non-taxable allowances & benefits, and other payments, payable as per the designate acts. Annexure 1 provides your compensation break-up, as per the applicable Compensation Structure.

5. **Medical**: You may be required to undergo medical examination by a Company appointed medical practitioner as and when directed by the Company and to comply with rules and instructions in the matter. Your services may be terminated without notice if the Company considers you unsuitable for retention in service on medical grounds.

for Registrar
The IIHMR University
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6. Group Insurance: You will be covered under the Group Personal Accident Insurance, Group Life Insurance and Hospitalization Insurance/ Employee's State Insurance Corporation (as applicable) in accordance with company'spolicy.

7. Hours of Work: Your hours of work will be in line with the needs of your role/function, in accordance with the company policy and provisions of applicable laws

8. Probation: You will work on probation for a period of six months from the date of joining. This may be extended at the discretion of the Company and you will continue to be on probation till a confirmation letter has been issued to you in writing. During your probation or thereafter, you shall undertake such studies /vocational courses as may be required by Company / your superiors. You may also be required to take such examinations / obtain such certifications as the Company / your superiors may require from time to time, and your confirmation / promotions/ salary enhancements etc. may be linked to your having successfully cleared the required examinations / certifications &/or successfully undergone required studies.

9. Age of Retirement: Your age of retirement will be 58 years and you shall stand relieved on retirement at the end of the month in which you attain the age of 58 years.

10. Whole Time and Attention: During your employment with the Company you shall devote your best efforts for promoting the Company's (and of any other relevant Group Company, affiliate and/ or business associate of the Company) business and may not without prior written consent of the Company(and subject to any terms and conditions the Company may impose) engage or be interested (directly or indirectly) in any other business or employment.

11. Leave: In addition to public holidays observed by the Company, you shall be entitled to a paid annual leave for each calendar year in accordance with the existing leave policy, prorated from your date of joining. The Company is covered by the Maternity Benefit Act, 1961 and the eligible employees will be entitled to the benefits like maternity leave as per the amended provisions of the Maternity Benefit Act save and except those who are covered by ESI Act since they will be entitled to the benefits as per the applicable said Act.

12. Confidentiality: You shall not during the course or even after cessation of your employment with the Company or any time thereafter, use or disclose to any other Company, firm or person, any of the business or affairs of the Company, nor shall you without the consent of the Company, publish any book, booklet, brochure or any other publication, whether for remuneration or otherwise, relating to the affairs of the Company or to your work in the Company. You shall also not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, information or documents, official or otherwise relating to the Company or its subsidiaries, except with prior approval. Any breach of this clause would be viewed with severity by the Management and a strict action shall be taken by the Company.. You may also be also required to execute and sign a separate Maintenance or Non-Disclosure Agreement.

13. Disclosure: You (including on behalf of your family) shall disclose to the Company all your business interests and any material transaction(s) with the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), whether or not they are similar to or in conflict with the business(es) or activities of the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), and all circumstances in respect thereof and whether there is, or might be, a conflict of interest between the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company) and you (and/or your

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family) during the period of your employment with the Company and for a period of 12 months after cessation of your employment.

14. Company Policies: You will be governed by the Company's policies, as applicable at your grade. The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies which are available online.

15. Return of Company Property: You shall promptly upon request by the Company and in any event upon the termination of your employment deliver to the Company all monies, securities, other properties belonging to the company, all lists of clients or customers, correspondence and all other documents, papers and records in whatever form including but not limited to electronically held data containing or referring to any trade secrets or confidential information concerning the business of the Company and any Group Company which may have been prepared by you or come into your possession, custody or control in the course of your employment including any prior employment with any Group Company. You shall not keep any copies of these items.

16. Monitoring Policy: As per Company Policy, telephone conversations of employees may be recorded and monitored for the purpose of creating record of transactions, and for compliance purposes. Any recordings will be stored securely, and will not be disclosed outside the group companies, except as required by law.

Further please note that the emails sent to you and by you may be monitored, from time to time, for the purposes of identifying any non-compliance with company policies, or applicable laws.

Any data of customers, partners, employee or company contact data is strictly prohibited for circulation to anyone outside the Company and also you should restrain the circulation of data even for internal purpose except to the concerned employees of the Company.

If such monitoring discloses any breaches of any law or company policies disciplinary action may follow, including termination from the employment.

During Employment or cessation of your employment you cannot share any such data of the company pertaining to its customers, partners, employees, sensitive information

17. Intellectual Property: Subject to any relevant legislation, if at any time in the course of your employment you make or discover or participate in the making or discovery of any letters patent, trade marks, service marks, designs, copyrights, inventions, drawings, computer programs, know- how and rights of like nature however arising and whether registered or unregistered ("intellectual property") relating to or capable of being used in the Company (and of any other relevant Group Company, affiliate and/ or business associate of the Company) you shall immediately disclose full details thereof to the Company and, at the request and expense of the Company, you shall do all things which may be necessary or desirable for obtaining appropriate forms of protection for such intellectual property in such parts of the world as may be specified by the Company and for vesting all rights in the same in the Company or its nominee.

All rights and obligations under this paragraph in respect of intellectual property made or discovered by you during your employment shall continue in full force and effect after the termination of your employment and shall be binding upon your personal representatives

The employee shall not disclose to anyone, directly or indirectly, except when the duties may

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require, during or subsequent to the term of employment, any trade secret or confidential information regarding Company's business. Trade Secrets and Confidential information for this purpose shall include, but not limited to, product information, process information, customer lists, employee details, company policies and procedures and financial information (including results, budgets and other financial plans and systems).

18. Notice Period: In case either the employer or the employee wishes to terminate the employment contract, a notice of 90 days should be served in writing by the party who wishes to terminate the contract to the other party. The Company depending on the business context and its sole discretion may allow you to pay the equivalent of the Total Fixed Cost (TFC) (*excluding gratuity and GMC if applicable)*amount in lieu of any period and / or adjust notice period against your leave balance subject to satisfactory handing over of the charges to your superior.

Notice period during probation would be 30 days or equivalent of the TFC (*excluding gratuity)* in lieu of notice.

19. Termination: 1. If any time during the course of your employment it is found that you have made a false or an incomplete declaration as regards to your qualifications/ experience and other details, your appointment will be treated void *ab initio* and you shall cease to be on the rolls of the company with immediate effect. In that case you shall not be entitled to any notice period or payment in lieuthereof.

2. If any time during the course of your employment it is found that you have:

a. committed any act of gross misconduct; or

b. committed any serious breach or repeated or continued a material breach of the terms of your employment; or

c. been guilty of conduct tending to bring yourself or the company into disrepute; or

d. been convicted of a criminal offence, other than a road traffic offence for which you are not sentenced to a term of imprisonment whether immediate or suspended; or

e. become bankrupt or made any arrangement or composition with or for the benefit of your creditors; or

f. cease to hold the qualifications necessary for you to carry out your work with the company; or

g. been found in an act of moral turpitude or having indulged in violations laws as applicable in general to the Company; or

h. been absent for a continuous period of 14 days (including absence when leave though applied for, is not granted or when you overstay period of sanctioned leave by 14 days); or

i. provided false, inaccurate or incomplete information to the company regarding your background and/or previous employment.

j. been found inefficient or lower performer as compared to other employees of your category.

In all such aforementioned cases you shall not be entitled to any notice period or payment in lieu thereof.

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20. **Performance Monitoring** :You are required to deliver performance up to the expected levels as per the targets entrusted to you by reporting officer from time to time. In case your performance is not found to be satisfactory, you will be put under an appropriate Performance Improvement Plan. In case your performance does not improve even after you are put on such plan, the Company will review the matter of continuance of your employment and take appropriate action, including but not limited to termination.

21. **Non Solicitation:** You shall not at any time during the term of your employment with the Company or thereafter for a period of six months after cessation of your employment, directly or indirectly solicit the Company's (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) personnel to leave the employment of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) or apply for employment with any third party or encourage such personnel of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to take any action or inaction that may adversely impact the performance or reputation of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) of its obligations under this Letter of Appointment and / or any other contract or adversely impact the ability of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to carry out its normal business activities.

22. **Others:** 1. It will be obligatory on your part to ensure compliance to the applicable statutes, regulations and requirements laid down by the Company, JV partners various regulatory and statutory bodies .

2. In the event of you being found acting in breach of your terms of appointment or indulged in an act of misconduct or an act that has brought disrepute to the organization, you shall render yourself liable for a disciplinary action as per the rules as applicable .

3. Clause headings do not form part or affect the interpretation of this letter of appointment.

23. **Joining Formalities:** As part of the joining formalities, you are requested to bring the following documents with you on the day of joining:

1. 3 Passport size photographs on red background (for branch offices red is not mandatory).

2. Copies of all years mark sheets of the highest qualification/Degree certificate

3. Copy of previous employer Salary Slip

4. Copy of Relieving Letter / Endorsed Resignation letter.

5. Copy of Address proof (any one) :-Ration Card/ Utility Bills/ Driving License/ Passport/ Affidavit

6. Copy of PAN Card

7. Copy of AADHAR Card

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association.

For **Care Health Insurance Limited**

Rashi Ramani

Head - Human Resources

Accepted and agreed by **Vemula Vyshnavi**

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Sanganer Airport, Jaipur-302029

Annexure: 1

	Per Annum	Per Month
BASIC	240000	20000
ALLOWANCES		
House Rent Allowance	120000	10000
Education Allowance	128016	10668
LTA Through Salary	42000	3500
MONTHLY GROSS *		**45338**
BENEFITS:CONTRIBUTION BY ORGANISATION		
Statutory Bonus	14040	1170
Provident Fund	28800	2400
Gratuity	11544	962
GMC	15600	1300
TOTAL FIXED COST(TFC)	**600000**	

*** The following amount will be deducted from your monthly gross as your contribution towards statutory benefits**
PF - 2400

Leave Travel Allowance or Medical Allowance (if applicable) will be paid as monthly components

Gratuity (if applicable) - As per Gratuity Act, payable only after completion of 5 continuous years of service in organization.

****Guaranteed Bonus**: You will be entitled for a onetime bonus of 60000 (all relevant taxes applicable) in April'26 in lieu of performance bonus for FY 25-26. This will be subject to your being in active services (non-resigned) with Care Health Insurance Limited at the time of payout(s). To be eligible for this guaranteed bonus, you should have a minimum rating of 3 or above in FY 25-26. From year 26-27, you will be eligible to participate in the Company's Annual Incentive/Bonus Plan subject to the terms and conditions of such Plan and any amendments as may be made from time to time.

- **Deductions** The Company may during your employment, or on termination for whatever reason, deduct from your remuneration any monies due from you to the Company including but not limited to:
  - Any overpayment of salary or expenses or payment made to you by mistake or misrepresentation; and/or
  - Any outstanding loans or advances made to you by the Company; and/or Amounts equal
  - in sum to the amount of any secret/illegitimate profits that you make from the Company's business/interests; and/or
  - Any debt owed by you to the Company; and/or
  - Any other deductions permitted under applicable law including Tax.

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To,

Dr. Vaishnavi Gandhi,
Khamgaon,Buldhana, MR-444303.

Sub: Job offer letter for the position of Product Specialist

Dear Ms. Vaishnavi Gandhi,

We are pleased to offer you the position of Product Specialist in Enzi electronics Private Limited based at Hyderabad, Telangana, India. This offer takes effect from 10th March 2025.

Your immediate supervisor will be **Sayan Moitra.** We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed, and agreed with you, you will be eligible to receive the following beginning on your joining date:

- **Salary:** Annual gross starting salary of **Rs. 6,45,794(Six Lakhs Forty-five thousand and seven hundred ninety-four)** subject to tax and other statutory deductions.
- Business Travel allowance and reimbursements as per company policy.
- Review Annexure A for detailed compensation breakup & Benefits Information

This offer letter is valid till **28-02-2025** Please send a signed copy of this letter indicating your acceptance to join and resignation acceptance letter from your current employer to our HR at hr@enzielectronics.com

As per organization policy, the probation period applicable to you shall be six (06) months. You would be posted at our Hyderabad office. However, as and when required, you may be transferred to any of the offices in India or abroad.

During probation, the period of notice required for resignation is Fifteen (15) days from Enzi electronics and 3 months from candidate. After probation, the period of notice required for resignation is three months on either side.

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You will abide by the rules and regulations of the Company as may be in force from time to time and if any violation made would be subjected under the disciplinary clause detailed in the joining contract.

Your appointment is subject to satisfactory reference checks and clearance from any secrecy / service agreements that you may have executed, which could have a bearing on your working with us.

The bond period is 1 year from the date of signature of the letter of intent. In the case of leaving the company before the end of the year, the employee must pay a penalty of two lakhs.

You cannot be hired by the customer of Enzi electronics Pvt Ltd for whom you have worked until one year after leaving the company. In the event that a hiring takes place by the client before the end of this year, the company will take the legal measures based on the company's policies regarding the conflict of interest and the disclosure of professional secrecy.

This letter of offer is based on the information furnished in your application for employment 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.

Any disputes arising out of this letter shall be governed by and construed in accordance with the laws of India.

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our **Hyderabad Office**.

Please submit the following documents to HR at the time of your joining:

(1) Originals and Photocopies of your SSC, Intermediate, & Graduation Degree certificates
(2) Certifications, if any
(3) Experience & relieving letters of all previous employers
(4) Three color passport-size photos
(5) Latest three (03) months' salary slip from your previous organization
(6) Copy of Aadhar, Pan & Passport
(7) Canceled cheque

We look forward to welcoming you aboard.

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Date: July 31, 2025

To,
DR. SAYALI ANAND BHALERAO
Email: sayali.hm28@iihmr.in
Phone: +91- 7972952759.

Current Address: Flat no.103, Balram Regency, Kamal Square, Nagpur - 440017

Subject: Offer of Employment - Research Associate Position at Impeerical Consulting Pvt Ltd

Dear **DR. SAYALI ANAND BHALERAO,**

We are pleased to extend this formal offer of employment for the position of **Research Associate** at **Impeerical Consulting Pvt Ltd**. Following a thorough evaluation of your qualifications and our interview discussions, we are confident that you will be a valuable addition to our organization.

1. Employment Terms

Joining Date: Your employment shall commence on or before **August 5, 2025**. Please confirm your joining date in writing in next 48 hours.

Probation Period: You will serve a probationary period of **six (6) months** from your date of joining. This period may be extended based on performance evaluation.

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Sanganer Airport, Jaipur-302029

Registered Office: B1/11, B1 Block Sector 57, Sushant Lok 3
info@impeericalconsulting.com Gurgaon 122003
www.impeericalconsulting.com Haryana (India)

Upon successful completion of the probation period, your employment will be confirmed in writing.

2. Compensation Structure

Your **Annual Cost to Company (CTC)** will be **INR 6,50,000/- (Rupees Six Lakhs and Fifty Thousand Only)**. A detailed salary breakdown will be provided upon joining.

Additional Benefits:

- Eligibility for monthly performance-based incentives as per company policy
- Statutory deductions will apply as per the Income Tax Act, 1961

3. Work Location and Reporting

Initial Arrangement: You will work from home for the first month following your joining date.

Permanent Location: You are required to relocate to Bengaluru by **September 5, 2025,** as you will be reporting from Bengaluru. Presently you will be working from home, all relocation expenses will be borne by you personally, and the company will not be incurring any costs related to the move.
But in case of any criticality of work or on account of work demand company may take decision to call you to the corporate office Delhi at any given point of time, you will be informed well in advance in such situation.

Flexibility Clause: The Company reserves the right to:

- Request your presence at the corporate office in Delhi with immediate notice based on work requirements
- Withdraw work-from-home privileges with appropriate notice

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- Transfer you to any current or future company establishments, branches, or affiliates
- Assign field work responsibilities as needed without prior notice.
    - Expenses related to any official field work (travel, lodging & boarding), stationery, photocopy, notebook, pen, etc will be borne by company.

4. Pre-Employment Requirements

This offer is contingent upon the submission of original and verified copies of the following documents:

Identity and Address Documentation:

- Copy of PAN Card and Aadhaar Card
- Valid address proof
- Two (2) passport-sized photographs

Educational Documentation:

- Complete educational certificates

References:

- Two (2) references (one personal, one professional)

Previous Employment Documentation:

- Appointment letter from previous employer (If applicable)
- Last three (3) months' salary slips from previous employer (If applicable)
- Relieving letter or experience certificate from previous employer (If applicable)

5. Document Verification and Employment Integrity

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Sanganer Airport, Jaipur-302029

This employment offer is based on the information you provided during the recruitment process. Should any information be found to be false, misleading, incomplete, or if any material facts have been concealed, the company reserves the right to **terminate your employment immediately without notice**.

6. Employment Termination

During the probation period, either party may terminate the employment relationship by providing **60 days' written notice or payment in lieu thereof**, subject to company discretion.

7. Confidentiality and Compliance

Upon joining, you will be required to comply with the company's policies regarding confidentiality, data protection, and non-compete agreements as detailed in your formal appointment letter.

Compensation Confidentiality: You are required to maintain strict confidentiality regarding your salary, remuneration, and employment benefits. During your tenure and thereafter, you shall not disclose compensation details (including salary, bonuses, and benefits) to colleagues, employees, or third parties without prior written management consent, except as required by law. Violation may result in disciplinary action, including termination.

Disciplinary Action:

Violation of any of the above clause may result in:

- Written warnings
- Salary deductions
- Termination of employment without notice

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- Legal recourse including claims for damages or breach of confidentiality

8. Conflict of Interest:

Any form of external work or engagement that leads to a **conflict of interest**—including but not limited to sharing of proprietary, confidential, or sensitive information, or leveraging client relationships or internal knowledge—is strictly prohibited and will be considered grounds for disciplinary action, including termination.

9. Restriction:

Unless prior written approval is obtained from the Company, the Employee shall not:

- Undertake any employment, consultancy, freelancing, advisory, or business activity with any third party.
- Engage in any work, whether part-time or full-time, that competes, directly or indirectly, with the Company's business.
- Use Company resources (e.g., systems, software, data, time, network, premises) for any non-Company-related work or personal business activities.

10. Exceptions:

Employees may pursue personal interests such as academic teaching, writing, or volunteering, **only if**:

- Such activities do not interfere with official responsibilities or Company interests.
- Prior written approval has been obtained from the HR or Reporting Manager.

11. Declaration Requirement:

At the time of joining, and during the course of employment, you shall declare any side engagements, freelance work, or additional employment for transparency and to seek

for
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Sanganer Airport, Jaipur-302029

formal clearance.

Acceptance Requirements

Please confirm your acceptance of this offer by signing and returning a copy of this letter within **48 hours** of receipt. Failure to respond within this timeframe will render this offer void.

Received and Accepted by:

Employee Name: _____

Date: _____

Signature: _____

For Impeerical Consulting Pvt Ltd:

Name: Ms. Ila Rout

Date: July 31, 2025

Signature: _____

Impeerical Consulting (Pvt.) Ltd.

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Sanganer Airport, Jaipur-302029

Date: July 31, 2025

To: DR. MEGHA GUPTA

Email: 9039megh@gmail.com
Phone: +91 9399804820

Current Address: Ward No. 06, Approach Road Kolaras, District Shivpuri, M.P. - 473770

Subject: Offer of Employment - Research Associate Position at Impeerical Consulting Pvt Ltd

Dear Dr. Megha Gupta,

We are pleased to extend this formal offer of employment for the position of **Research Associate** at **Impeerical Consulting Pvt Ltd**. Following a thorough evaluation of your qualifications and our interview discussions, we are confident that you will be a valuable addition to our organization.

1. Employment Terms

Joining Date: Your employment shall commence on or before **August 5, 2025**. Please confirm your joining date in writing in next 48 hours.

Probation Period: You will serve a probationary period of **six (6) months** from your date of joining. This period may be extended based on performance evaluation.

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Registered Office: B1/11, B1 Block Sector 57, Sushant Lok 3
info@impeericalconsulting.com Gurgaon 122003
www.impeericalconsulting.com Haryana (India)

Upon successful completion of the probation period, your employment will be confirmed in writing.

2. Compensation Structure

Your **Annual Cost to Company (CTC)** will be **INR 6,50,000/- (Rupees Six Lakhs and Fifty Thousand Only)**. A detailed salary breakdown will be provided upon joining.

Additional Benefits:

- Eligibility for monthly performance-based incentives as per company policy
- Statutory deductions will apply as per the Income Tax Act, 1961

3. Work Location and Reporting

Initial Arrangement: You will work from home for the first month following your joining date.

Permanent Location: You are required to relocate to Mumbai by **September 5, 2025**, as you will be reporting from Mumbai. Presently you will be working from home, all relocation expenses will be borne by you personally, and the company will not be incurring any costs related to the move.
But in case of any criticality of work or on account of work demand company may take decision to call you to the corporate office Delhi at any given point of time, you will be informed well in advance in such situation.

Flexibility Clause: The Company reserves the right to:

- Request your presence at the corporate office in Delhi with immediate notice based on work requirements
- Withdraw work-from-home privileges with appropriate notice

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- Transfer you to any current or future company establishments, branches, or affiliates
- Assign field work responsibilities as needed without prior notice.
    - Expenses related to any official field work (travel, lodging & boarding), stationery, photocopy, notebook, pen, etc will be borne by company.

4. Pre-Employment Requirements

This offer is contingent upon the submission of original and verified copies of the following documents:

Identity and Address Documentation:

- Copy of PAN Card and Aadhaar Card
- Valid address proof
- Two (2) passport-sized photographs

Educational Documentation:

- Complete educational certificates

References:

- Two (2) references (one personal, one professional)

Previous Employment Documentation:

- Appointment letter from previous employer (If applicable)
- Last three (3) months' salary slips from previous employer (If applicable)
- Relieving letter or experience certificate from previous employer (If applicable)

5. Document Verification and Employment Integrity

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This employment offer is based on the information you provided during the recruitment process. Should any information be found to be false, misleading, incomplete, or if any material facts have been concealed, the company reserves the right to **terminate your employment immediately without notice**.

6. Employment Termination

During the probation period, either party may terminate the employment relationship by providing **60 days' written notice or payment in lieu thereof**, subject to company discretion.

7. Confidentiality and Compliance

Upon joining, you will be required to comply with the company's policies regarding confidentiality, data protection, and non-compete agreements as detailed in your formal appointment letter.

Compensation Confidentiality: You are required to maintain strict confidentiality regarding your salary, remuneration, and employment benefits. During your tenure and thereafter, you shall not disclose compensation details (including salary, bonuses, and benefits) to colleagues, employees, or third parties without prior written management consent, except as required by law. Violation may result in disciplinary action, including termination.

Disciplinary Action:

Violation of any of the above clause may result in:

- Written warnings
- Salary deductions
- Termination of employment without notice

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- Legal recourse including claims for damages or breach of confidentiality

8. Conflict of Interest:

Any form of external work or engagement that leads to a **conflict of interest**—including but not limited to sharing of proprietary, confidential, or sensitive information, or leveraging client relationships or internal knowledge—is strictly prohibited and will be considered grounds for disciplinary action, including termination.

9. Restriction:

Unless prior written approval is obtained from the Company, the Employee shall not:

- Undertake any employment, consultancy, freelancing, advisory, or business activity with any third party.
- Engage in any work, whether part-time or full-time, that competes, directly or indirectly, with the Company's business.
- Use Company resources (e.g., systems, software, data, time, network, premises) for any non-Company-related work or personal business activities.

10. Exceptions:

Employees may pursue personal interests such as academic teaching, writing, or volunteering, **only if**:

- Such activities do not interfere with official responsibilities or Company interests.
- Prior written approval has been obtained from the HR or Reporting Manager.

11. Declaration Requirement:

At the time of joining, and during the course of employment, you shall declare any side engagements, freelance work, or additional employment for transparency and to seek

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formal clearance.

Acceptance Requirements

Please confirm your acceptance of this offer by signing and returning a copy of this letter within **48 hours** of receipt. Failure to respond within this timeframe will render this offer void.

Received and Accepted by:

Employee Name: _____

Date: _____

Signature: _____

For Impeerical Consulting Pvt Ltd:

Name: Ms. Ila Rout

Date: July 31, 2025

Signature: _____

Impeerical Consulting (Pvt.) Ltd.

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Date: July 31, 2025

To,
Mr. SHREY MAHAJAN
Email: mahajanshrey7@gmail.com
Phone: +91- 9354486903.

Current Address: NRI residency, sector 45, Noida, Uttar Pradesh.

Subject: Offer of Employment - Research Associate Position at Impeerical Consulting Pvt Ltd

Dear **Mr. SHREY MAHAJAN**,

We are pleased to extend this formal offer of employment for the position of **Research Associate** at **Impeerical Consulting Pvt Ltd**. Following a thorough evaluation of your qualifications and our interview discussions, we are confident that you will be a valuable addition to our organization.

1. Employment Terms

Joining Date: Your employment shall commence on or before **August 5, 2025**. Please confirm your joining date in writing in next 48 hours.

Probation Period: You will serve a probationary period of **six (6) months** from your date of joining. This period may be extended based on performance evaluation.

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Sanganer Airport, Jaipur-302029

Registered Office: B1/11, B1 Block Sector 57, Sushant Lok 3
info@impeericalconsulting.com Gurgaon 122003
www.impeericalconsulting.com Haryana (India)

Upon successful completion of the probation period, your employment will be confirmed in writing.

2. Compensation Structure

Your **Annual Cost to Company (CTC)** will be **INR 6,50,000/- (Rupees Six Lakhs and Fifty Thousand Only)**. A detailed salary breakdown will be provided upon joining.

Additional Benefits:

- Eligibility for monthly performance-based incentives as per company policy
- Statutory deductions will apply as per the Income Tax Act, 1961

3. Work Location and Reporting

Initial Arrangement: You will work from home for the first month following your joining date.

Permanent Location: You are required to relocate to Hyderabad by **September 5, 2025**, as you will be reporting from Hyderabad. Presently you will be working from home, all relocation expenses will be borne by you personally, and the company will not be incurring any costs related to the move.
But in case of any criticality of work or on account of work demand company may take decision to call you to the corporate office Delhi at any given point of time, you will be informed well in advance in such situation.

Flexibility Clause: The Company reserves the right to:

- Request your presence at the corporate office in Delhi with immediate notice based on work requirements
- Withdraw work-from-home privileges with appropriate notice

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- Transfer you to any current or future company establishments, branches, or affiliates
- Assign field work responsibilities as needed without prior notice.
    - Expenses related to any official field work (travel, lodging & boarding), stationery, photocopy, notebook, pen, etc will be borne by company.

4. Pre-Employment Requirements

This offer is contingent upon the submission of original and verified copies of the following documents:

Identity and Address Documentation:

- Copy of PAN Card and Aadhaar Card
- Valid address proof
- Two (2) passport-sized photographs

Educational Documentation:

- Complete educational certificates

References:

- Two (2) references (one personal, one professional)

Previous Employment Documentation:

- Appointment letter from previous employer (If applicable)
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- Relieving letter or experience certificate from previous employer (If applicable)

5. Document Verification and Employment Integrity

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This employment offer is based on the information you provided during the recruitment process. Should any information be found to be false, misleading, incomplete, or if any material facts have been concealed, the company reserves the right to **terminate your employment immediately without notice**.

6. Employment Termination

During the probation period, either party may terminate the employment relationship by providing **60 days' written notice or payment in lieu thereof**, subject to company discretion.

7. Confidentiality and Compliance

Upon joining, you will be required to comply with the company's policies regarding confidentiality, data protection, and non-compete agreements as detailed in your formal appointment letter.

Compensation Confidentiality: You are required to maintain strict confidentiality regarding your salary, remuneration, and employment benefits. During your tenure and thereafter, you shall not disclose compensation details (including salary, bonuses, and benefits) to colleagues, employees, or third parties without prior written management consent, except as required by law. Violation may result in disciplinary action, including termination.

Disciplinary Action:

Violation of any of the above clause may result in:

- Written warnings
- Salary deductions
- Termination of employment without notice

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- Legal recourse including claims for damages or breach of confidentiality

8. Conflict of Interest:

Any form of external work or engagement that leads to a **conflict of interest**—including but not limited to sharing of proprietary, confidential, or sensitive information, or leveraging client relationships or internal knowledge—is strictly prohibited and will be considered grounds for disciplinary action, including termination.

9. Restriction:

Unless prior written approval is obtained from the Company, the Employee shall not:

- Undertake any employment, consultancy, freelancing, advisory, or business activity with any third party.
- Engage in any work, whether part-time or full-time, that competes, directly or indirectly, with the Company's business.
- Use Company resources (e.g., systems, software, data, time, network, premises) for any non-Company-related work or personal business activities.

10. Exceptions:

Employees may pursue personal interests such as academic teaching, writing, or volunteering, **only if**:

- Such activities do not interfere with official responsibilities or Company interests.
- Prior written approval has been obtained from the HR or Reporting Manager.

11. Declaration Requirement:

At the time of joining, and during the course of employment, you shall declare any side engagements, freelance work, or additional employment for transparency and to seek

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formal clearance.

Acceptance Requirements

Please confirm your acceptance of this offer by signing and returning a copy of this letter within **48 hours** of receipt. Failure to respond within this timeframe will render this offer void.

Received and Accepted by:

Employee Name: _____

Date: _____

Signature: _____

For Impeerical Consulting Pvt Ltd:

Name: Ms. Ila Rout

Date: July 31, 2025

Signature: _____

Impeerical Consulting (Pvt.) Ltd.

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06-Mar-25

Mrudula Vikas Borkar
Plot No 14, Flat No 001, Vastushree Apartment Manewada Ring Road, Near Relince Fresh, Omkar Nagar, Parvati Nagar, Nagpur, Maharashtra

Dear Mrudula,

Letter of Appointment

With reference to our recent discussions regarding your possible employment with **Care Health Insurance Limited**, hereafter referred to as the Company, we are pleased to offer you the position of **Manager – Claims Adjudication** on the following terms and conditions defined herein:

1. **Date of Joining:** Your appointment will be effective from **10-Mar-25** or any other date mutually agreed upon in writing.

2. **Place of work:** Your place of work is **Gurgaon-Vipul Tech**. Your place of work may be changed to any other location within India / any group Company, as directed by the Company from time to time. In addition, in performance of your duties for the company, you may be required to travel within and/or outside.

3. **Reporting:** You will report to **Manager – Claims Adjudication** or any other designate person as specified by the Company from time to time.

4. **Remuneration:** Your annual compensation package on a Total Fixed Cost (TFC) basis is **Rs. 600000(Rupees Six Lakh(s) Only).** This amount will include basic salary, taxable and non-taxable allowances & benefits, and other payments, payable as per the designate acts. Annexure 1 provides your compensation break-up, as per the applicable Compensation Structure.

5. **Medical**: You may be required to undergo medical examination by a Company appointed medical practitioner as and when directed by the Company and to comply with rules and instructions in the matter. Your services may be terminated without notice if the Company considers you unsuitable for retention in service on medical grounds.

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6. Group Insurance: You will be covered under the Group Personal Accident Insurance, Group Life Insurance and Hospitalization Insurance/ Employee's State Insurance Corporation (as applicable) in accordance with company'spolicy.

7. Hours of Work: Your hours of work will be in line with the needs of your role/function, in accordance with the company policy and provisions of applicable laws

8. Probation: You will work on probation for a period of six months from the date of joining. This may be extended at the discretion of the Company and you will continue to be on probation till a confirmation letter has been issued to you in writing. During your probation or thereafter, you shall undertake such studies /vocational courses as may be required by Company / your superiors. You may also be required to take such examinations / obtain such certifications as the Company / your superiors may require from time to time, and your confirmation / promotions/ salary enhancements etc. may be linked to your having successfully cleared the required examinations / certifications &/or successfully undergone required studies.

9. Age of Retirement: Your age of retirement will be 58 years and you shall stand relieved on retirement at the end of the month in which you attain the age of 58 years.

10. Whole Time and Attention: During your employment with the Company you shall devote your best efforts for promoting the Company's (and of any other relevant Group Company, affiliate and/ or business associate of the Company) business and may not without prior written consent of the Company(and subject to any terms and conditions the Company may impose) engage or be interested (directly or indirectly) in any other business or employment.

11. Leave: In addition to public holidays observed by the Company, you shall be entitled to a paid annual leave for each calendar year in accordance with the existing leave policy, prorated from your date of joining. The Company is covered by the Maternity Benefit Act, 1961 and the eligible employees will be entitled to the benefits like maternity leave as per the amended provisions of the Maternity Benefit Act save and except those who are covered by ESI Act since they will be entitled to the benefits as per the applicable said Act.

12. Confidentiality: You shall not during the course or even after cessation of your employment with the Company or any time thereafter, use or disclose to any other Company, firm or person, any of the business or affairs of the Company, nor shall you without the consent of the Company, publish any book, booklet, brochure or any other publication, whether for remuneration or otherwise, relating to the affairs of the Company or to your work in the Company. You shall also not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, information or documents, official or otherwise relating to the Company or its subsidiaries, except with prior approval. Any breach of this clause would be viewed with severity by the Management and a strict action shall be taken by the Company.. You may also be also required to execute and sign a separate Maintenance or Non-Disclosure Agreement.

13. Disclosure: You (including on behalf of your family) shall disclose to the Company all your business interests and any material transaction(s) with the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), whether or not they are similar to or in conflict with the business(es) or activities of the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), and all circumstances in respect thereof and whether there is, or might be, a conflict of interest between the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company) and you (and/or your

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family) during the period of your employment with the Company and for a period of 12 months after cessation of your employment.

14. Company Policies: You will be governed by the Company's policies, as applicable at your grade. The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies which are available online.

15. Return of Company Property: You shall promptly upon request by the Company and in any event upon the termination of your employment deliver to the Company all monies, securities, other properties belonging to the company, all lists of clients or customers, correspondence and all other documents, papers and records in whatever form including but not limited to electronically held data containing or referring to any trade secrets or confidential information concerning the business of the Company and any Group Company which may have been prepared by you or come into your possession, custody or control in the course of your employment including any prior employment with any Group Company. You shall not keep any copies of these items.

16. Monitoring Policy: As per Company Policy, telephone conversations of employees may be recorded and monitored for the purpose of creating record of transactions, and for compliance purposes. Any recordings will be stored securely, and will not be disclosed outside the group companies, except as required by law.

Further please note that the emails sent to you and by you may be monitored, from time to time, for the purposes of identifying any non-compliance with company policies, or applicable laws.

Any data of customers, partners, employee or company contact data is strictly prohibited for circulation to anyone outside the Company and also you should restrain the circulation of data even for internal purpose except to the concerned employees of the Company.

If such monitoring discloses any breaches of any law or company policies disciplinary action may follow, including termination from the employment.

During Employment or cessation of your employment you cannot share any such data of the company pertaining to its customers, partners, employees, sensitive information

17. Intellectual Property: Subject to any relevant legislation, if at any time in the course of your employment you make or discover or participate in the making or discovery of any letters patent, trade marks, service marks, designs, copyrights, inventions, drawings, computer programs, know- how and rights of like nature however arising and whether registered or unregistered ("intellectual property") relating to or capable of being used in the Company (and of any other relevant Group Company, affiliate and/ or business associate of the Company) you shall immediately disclose full details thereof to the Company and, at the request and expense of the Company, you shall do all things which may be necessary or desirable for obtaining appropriate forms of protection for such intellectual property in such parts of the world as may be specified by the Company and for vesting all rights in the same in the Company or its nominee.

All rights and obligations under this paragraph in respect of intellectual property made or discovered by you during your employment shall continue in full force and effect after the termination of your employment and shall be binding upon your personal representatives

The employee shall not disclose to anyone, directly or indirectly, except when the duties may

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require, during or subsequent to the term of employment, any trade secret or confidential information regarding Company's business. Trade Secrets and Confidential information for this purpose shall include, but not limited to, product information, process information, customer lists, employee details, company policies and procedures and financial information (including results, budgets and other financial plans and systems).

18. Notice Period: In case either the employer or the employee wishes to terminate the employment contract, a notice of 90 days should be served in writing by the party who wishes to terminate the contract to the other party. The Company depending on the business context and its sole discretion may allow you to pay the equivalent of the Total Fixed Cost (TFC) (*excluding gratuity and GMC if applicable)*amount in lieu of any period and / or adjust notice period against your leave balance subject to satisfactory handing over of the charges to your superior.

Notice period during probation would be 30 days or equivalent of the TFC (*excluding gratuity)* in lieu of notice.

19. Termination: 1. If any time during the course of your employment it is found that you have made a false or an incomplete declaration as regards to your qualifications/ experience and other details, your appointment will be treated void *ab initio* and you shall cease to be on the rolls of the company with immediate effect. In that case you shall not be entitled to any notice period or payment in lieuthereof.

2. If any time during the course of your employment it is found that you have:

a. committed any act of gross misconduct; or

b. committed any serious breach or repeated or continued a material breach of the terms of your employment; or

c. been guilty of conduct tending to bring yourself or the company into disrepute; or

d. been convicted of a criminal offence, other than a road traffic offence for which you are not sentenced to a term of imprisonment whether immediate or suspended; or

e. become bankrupt or made any arrangement or composition with or for the benefit of your creditors; or

f. cease to hold the qualifications necessary for you to carry out your work with the company; or

g. been found in an act of moral turpitude or having indulged in violations laws as applicable in general to the Company; or

h. been absent for a continuous period of 14 days (including absence when leave though applied for, is not granted or when you overstay period of sanctioned leave by 14 days); or

i. provided false, inaccurate or incomplete information to the company regarding your background and/or previous employment.

j. been found inefficient or lower performer as compared to other employees of your category.

In all such aforementioned cases you shall not be entitled to any notice period or payment in lieu thereof.

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20. **Performance Monitoring** :You are required to deliver performance up to the expected levels as per the targets entrusted to you by reporting officer from time to time. In case your performance is not found to be satisfactory, you will be put under an appropriate Performance Improvement Plan. In case your performance does not improve even after you are put on such plan, the Company will review the matter of continuance of your employment and take appropriate action, including but not limited to termination.

21. **Non Solicitation:** You shall not at any time during the term of your employment with the Company or thereafter for a period of six months after cessation of your employment, directly or indirectly solicit the Company's (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) personnel to leave the employment of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) or apply for employment with any third party or encourage such personnel of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to take any action or inaction that may adversely impact the performance or reputation of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) of its obligations under this Letter of Appointment and / or any other contract or adversely impact the ability of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to carry out its normal business activities.

22. **Others:** 1. It will be obligatory on your part to ensure compliance to the applicable statutes, regulations and requirements laid down by the Company, JV partners various regulatory and statutory bodies .

2. In the event of you being found acting in breach of your terms of appointment or indulged in an act of misconduct or an act that has brought disrepute to the organization, you shall render yourself liable for a disciplinary action as per the rules as applicable .

3. Clause headings do not form part or affect the interpretation of this letter of appointment.

23. **Joining Formalities:** As part of the joining formalities, you are requested to bring the following documents with you on the day of joining:

1. 3 Passport size photographs on red background (for branch offices red is not mandatory).

2. Copies of all years mark sheets of the highest qualification/Degree certificate

3. Copy of previous employer Salary Slip

4. Copy of Relieving Letter / Endorsed Resignation letter.

5. Copy of Address proof (any one) :-Ration Card/ Utility Bills/ Driving License/ Passport/ Affidavit

6. Copy of PAN Card

7. Copy of AADHAR Card

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association.

For **Care Health Insurance Limited**

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Rashi Ramani

Head - Human Resources

Accepted and agreed by **Mrudula Vikas Borkar**

Annexure: 1

	Per Annum	Per Month
BASIC	240000	20000
ALLOWANCES		
House Rent Allowance	120000	10000
Education Allowance	128016	10668
LTA Through Salary	42000	3500
MONTHLY GROSS *		**45338**
BENEFITS:CONTRIBUTION BY ORGANISATION		
Statutory Bonus	14040	1170
Provident Fund	28800	2400
Gratuity	11544	962
GMC	15600	1300
TOTAL FIXED COST(TFC)	**600000**	

*** The following amount will be deducted from your monthly gross as your contribution towards statutory benefits**
PF - 2400

Leave Travel Allowance or Medical Allowance (if applicable) will be paid as monthly components

Gratuity (if applicable) - As per Gratuity Act, payable only after completion of 5 continuous years of service in organization.

****Guaranteed Bonus**: You will be entitled for a onetime bonus of 60000 (all relevant taxes applicable) in April'26 in lieu of performance bonus for FY 25-26. This will be subject to your being in active services (non-resigned) with Care Health Insurance Limited at the time of payout(s). To be eligible for this guaranteed bonus, you should have a minimum rating of 3 or above in FY 25-26. From year 26-27, you will be eligible to participate in the Company's Annual Incentive/Bonus Plan subject to the terms and conditions of such Plan and any amendments as may be made from time to time.

- **Deductions** The Company may during your employment, or on termination for whatever reason, deduct from your remuneration any monies due from you to the Company including but not limited to:
  - Any overpayment of salary or expenses or payment made to you by mistake or misrepresentation; and/or
  - Any outstanding loans or advances made to you by the Company; and/or Amounts equal
  - in sum to the amount of any secret/illegitimate profits that you make from the Company's business/interests; and/or
  - Any debt owed by you to the Company; and/or
  - Any other deductions permitted under applicable law including Tax.

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Sahyadri HOSPITALS

Date: 3 December 2024

To,

Mr. Amey Sharma

S1, C334, Siddharth Nagar, Jaipur, Rajasthan, 302017

Subject: Offer Letter for "Executive Management Trainee" at Sahyadri Hospitals Private Limited

Dear Amey,

We are pleased to offer you the position of "**Executive Management Trainee**" at Sahyadri Hospitals Private Limited. After carefully reviewing your skills, qualifications, and potential during the Campus Placement Interview conducted at your institute, we are confident you will make a valuable addition to our organization.

This letter outlines the terms of your employment.

1. Role

You will report to the **Senior Manager, Human Resources**. During your tenure as an Executive Management Trainee, you will undergo structured training in various functional areas. This is intended to prepare you for a suitable role in the organization upon successful completion of the training period.

2. Training Period

Your training period will begin on **7 April 2025** and will last for 1 year. During this period, your performance will be assessed based on defined criteria. You will also be given assignments from time to time through which you will highlight your learnings. Upon successful completion of the training, you will be absorbed as **Assistant Manager (Band M1).**

3. Compensation and Benefits

During your training period you will be paid an annual salary of **₹ 7,00,000 /- (Rupees Seven Lacs)** subject to statutory deductions.

Post-Training, your compensation will be revised upon confirmation based on performance and the role assigned as well as market parity.

for Registrar
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You will also be eligible for benefits such as:
- Medical Benefits
- Internal Training Opportunities
- and all other benefits applicable to M1 band of a unit.

Statutory deductions such as Income Tax and Provident Fund will apply as per prevailing laws.

4. Duties and Responsibilities

During your training period, you would be posted in various departments of the hospital and would be managing duties and responsibilities as assigned by the respective Functional Head and Reporting Head of the department.

5. Work Location and Hours

Your place of posting would be **Pune** however, the organization reserves the right to transfer you to any of its hospitals or locations based on business requirements. Your duty timings will vary according to the Unit and Department where you would be posted.

6. Leave Policy

During the training period, you will be entitled to Leaves as per the leave policy applicable to band M1 of a unit. Your leave is subject to approval as per the company's Leave policy.

7. Company Policies and Code of Conduct

You must adhere to the company's policies, including the Code of Conduct, Confidentiality Agreement, and other operational guidelines. Any breach of these policies may lead to disciplinary action, including termination of employment.

8. Confirmation

After successful completion of the one-year Training program, your confirmation will be subject to an assessment which would include factors related to your performance and feedback throughout the year.

9. Termination and Notice Period

During the training period, either party may end this agreement by giving two months' notice or payment in lieu thereof.

Post completion of the training, the termination terms will be governed by the company's employment policies applicable to the confirmed role.

10. Documentation Requirements

You are requested to send the following documents on or before your joining date:
1. Photocopies of all academic certificates and transcripts.
2. A copy of your Aadhaar Card and PAN Card.
3. Relieving letter from your last employer (if applicable).
4. Passport-sized photographs (Five copies).

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Sahyadri HOSPITALS

11. Joining Date

Your expected joining date is **7 April 2025**. Please confirm your acceptance of this offer and your availability by signing and returning a copy of this letter within two days of receiving this letter

We are excited to have you join our team and look forward to your contributions to our organization.

Regards,

Vijeta Kulkarni

Vijeta Kulkarni

General Manager Human Resources

Sahyadri Hospitals

Acknowledgment and Acceptance

I, **Mr. Amey Sharma,** accept the offer for the position of "**Executive Management Trainee**" as per the terms and conditions outlined above. I agree to join on **7 April 2025** and abide by the company's policies.

Signature: _____

Date: _____ Place: _____

for Registrar
The IIHMR University
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IIHMR UNIVERSITY JAIPUR

SELF-DECLARATION OF SELF-EMPLOYMENT / FAMILY BUSINESS

To Whom It May Concern

I, **Ms. Amishi Singh**, D/o **Mr. Alok Singh**, residing at **Vivekanand Nagar Behind Rajpipe Factory Behind Factory Rajnandgaon Chhattisgarh**, do hereby solemnly declare as under:

1. That I have **passed out from IIHMR University in the academic year 2024–25**, having successfully completed the **programme MBA (HHM)**
2. That I am **self-employed / engaged in a family business**, actively involved in the management and operation of the business.
3. That the details of my self-employment / family business are as follows:

   a. Name of Business: Mishi Care Center

   b. Nature/Type of Business: Care Center

   c. Business Address: Vivekanand Nagar Behind Rajpipe Factory Behind Factory Rajnandgaon Chhattisgarh

That my **current annual income is ₹700000/- (Rupees Seven Lakh Only).**

That this declaration is made for the purpose of **official record.**

I hereby declare that the information stated above is true and correct to the best of my knowledge and belief. I understand that any false statement may render me liable for legal action as per applicable rules and regulations.

Date: 17/03/2025

Signature

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Apollomedics
SUPER SPECIALITY HOSPITALS

26th September 2024

Mr. Anubhav Singh
Raebareli, Uttar Pradesh
Pin Code - 229404

Letter of Intent

Dear Anubhav,

Namaste!

Pursuant to your candidature being found suitable in the selection process, we are pleased to inform that you have been selected as **Management Trainee – Sales & Marketing at Apollomedics Super Speciality Hospitals, Lucknow**, as per the mutually agreed upon **'Terms & Conditions'** and indicated in this **Letter of Intent.**

You are requested to join us **on or before 03/03/2025** after which this offer shall stands withdrawn.

This offer is subject to your reference check, including background verification and successful clearance of mandatory education requirements being found satisfactory. A detailed **Letter of Appointment**, elaborating the **Terms & Conditions** will be issued to you upon joining the organization, completing the necessary documentation(s) and having found **Fit to Join** in your pre–employment health check–up with us.

You are requested to submit the following at the time of your joining and carry originals for verification:

- **Passport size photographs** of **Self** *[1No(s).]*, **Spouse** *(01 No.)* and **Dependents** *(01 each).*
- **Relieving / Work Experience Letter** from immediate and past employers.
- **Academic & Professional Qualification**(s) certificates.
- **Proof of Date of Birth** *(Class X Passing or Birth Certificate).*
- **Proof of Address** *(Any Govt. issued Photo ID with Address, for e.g., AADHAR CARD / Passport / Driving License).*
- **AADHAR CARD & PAN CARD.**
- Latest **Appraisal Letter** with **CTC Annexure** & **03 Months Pay Slips** in support of last drawn salary.

Your services are liable to be transferred at the sole discretion of organization, in such other capacity as the company may determine, to any department / vertical / section, location, sister concern or subsidiary. As a token of having accepted this offer, kindly sign the duplicate copy of this letter and return the same.

We look forward for having a long and mutually beneficial association.

Thanks & Warm

Regards. Yours sincerely,
for **Apollomedics Super Speciality Hospitals,**
[a venture of **Apollomedics International Lifesciences Limited &** an **AHEL Group Hospital]**

Mr. Deepak Sachdeva
Deputy General Manager
Human Resources

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Apollo medics
SUPER SPECIALITY HOSPITALS

Name: Anubhav Singh
Designation: Management Trainee
Department: Sales & Marketing

Salary Components	Per Month (INR)	Per Annum (INR)
Basic Salary	23,750	2,85,000
House Rent Allowance	11,875	1,42,500
Children Education Allowance	200	2,400
Other Allowance	5,993	71,912
Sub Total (A)	41,818	5,01,812
Reimbursements		
Telephone Reimbursement	1,000	12,000
Sub Total (B)	1,000	12,000
Insurance Premium (Employer's Contribution)		
Mediclaim (Premium)	1,416	16,992
Personal Accident Insurance (Premium)	98	1,176
Group Term Insurance (Premium)	226	2,712
Sub Total (C)	1,740	20,880
Statutory Components		
Provident Fund (12% of Basic)	1,800	21,600
Gratuity (4.81% of Basic)	1,142	13,709
Sub Total (D)	2,942	35,309
Fixed Cost to Company (FCTC)	**47,500**	**5,70,000**
Performance Linked Variable Pay (PLVP)	2,500	30,000
Salary (Sum A+B+C+D)	**50,000**	**6,00,000**
** Special Bonus (Onetime post completion of one year)		1,20,000
Total Cost to Company - (TCTC)		**7,20,000**

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Sahyadri HOSPITALS

Date: 3 December 2024

To,

Dr. Disha Kumari

Plot no. 55, G-3 Sanganer Pratap Nagar, Jaipur Pin code: 302033

Subject: Offer Letter for "Executive Management Trainee" at Sahyadri Hospitals Private Limited

Dear Dr. Disha,

We are pleased to offer you the position of "**Executive Management Trainee**" at Sahyadri Hospitals Private Limited. After carefully reviewing your skills, qualifications, and potential during the Campus Placement Interview conducted at your institute, we are confident you will make a valuable addition to our organization.

This letter outlines the terms of your employment.

1. Role

You will report to the **Senior Manager, Human Resources**. During your tenure as an Executive Management Trainee, you will undergo structured training in various functional areas. This is intended to prepare you for a suitable role in the organization upon successful completion of the training period.

2. Training Period

Your training period will begin on **7 April 2025** and will last for 1 year. During this period, your performance will be assessed based on defined criteria. You will also be given assignments from time to time through which you will highlight your learnings. Upon successful completion of the training, you will be absorbed as **Assistant Manager (Band M1).**

3. Compensation and Benefits

During your training period you will be paid an annual salary of **₹ 7,00,000 /- (Rupees Seven Lacs)** subject to statutory deductions.

Post-Training, your compensation will be revised upon confirmation based on performance and the role assigned as well as market parity.

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

You will also be eligible for benefits such as:
- Medical Benefits
- Internal Training Opportunities
- and all other benefits applicable to M1 band of a unit.

Statutory deductions such as Income Tax and Provident Fund will apply as per prevailing laws.

4. Duties and Responsibilities

During your training period, you would be posted in various departments of the hospital and would be managing duties and responsibilities as assigned by the respective Functional Head and Reporting Head of the department.

5. Work Location and Hours

Your place of posting would be **Pune** however, the organization reserves the right to transfer you to any of its hospitals or locations based on business requirements. Your duty timings will vary according to the Unit and Department where you would be posted.

6. Leave Policy

During the training period, you will be entitled to Leaves as per the leave policy applicable to band M1 of a unit. Your leave is subject to approval as per the company's Leave policy.

7. Company Policies and Code of Conduct

You must adhere to the company's policies, including the Code of Conduct, Confidentiality Agreement, and other operational guidelines. Any breach of these policies may lead to disciplinary action, including termination of employment.

8. Confirmation

After successful completion of the one-year Training program, your confirmation will be subject to an assessment which would include factors related to your performance and feedback throughout the year.

9. Termination and Notice Period

During the training period, either party may end this agreement by giving two months' notice or payment in lieu thereof.

Post completion of the training, the termination terms will be governed by the company's employment policies applicable to the confirmed role.

10. Documentation Requirements

You are requested to send the following documents on or before your joining date:
1. Photocopies of all academic certificates and transcripts.
2. A copy of your Aadhaar Card and PAN Card.
3. Relieving letter from your last employer (if applicable).
4. Passport-sized photographs (Five copies).

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11. Joining Date

Your expected joining date is **7 April 2025**. Please confirm your acceptance of this offer and your availability by signing and returning a copy of this letter within two days of receiving this letter

We are excited to have you join our team and look forward to your contributions to our organization.

Regards,

Vijeta Kulkarni

Vijeta Kulkarni

General Manager Human Resources

Sahyadri Hospitals

Acknowledgment and Acceptance

I, **Dr. Disha Kumari**, accept the offer for the position of "**Executive Management Trainee**" as per the terms and conditions outlined above. I agree to join on **7 April 2025** and abide by the company's policies.

Signature: _____

Date: _____ Place: _____

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

PRIVATE AND CONFIDENTIAL

Date: 29-11-2024

KUNIKA SHARMA

OFFER LETTER

Dear KUNIKA,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Executive Trainee.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 7,00,000 (**Seven Lakh Rupees Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **10%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:
(a) The accuracy of the testimonials and information provided by you; and,
(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 i). It is understood and agreed that this engagement may be terminated by either party by giving to the other at anytime, notice in writing of 90 days. Separation/Reliving of the employee shall take effect at the end of such notice period as served. Termination of this engagement with immediate effect may be made by either party by paying to the other an amount equivalent to Gross Salary for notice period in Lieu of notice.
ii). In case of termination of engagement initiated by the employee, the Company may at its discretion, relieve the employee immediately by paying 30 days' notice period gross salary from the date of termination of engagement by the employee, and may waive the serving of applicable notice period. In such event, Company would not be required to pay to the Employee an amount equivalent to gross Salary in lieu of such portion of the notice period that is not served as mentioned in (i) above. The Company's decision shall be final and binding.

1.9 On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers'

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certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

1.10 In order to confirm your joining, you would be required to submit proof of your resignation from your current company within 7 days of receipt of this offer letter. In case of failure to submit the same within the stipulated time period, the company reserves the right to withdraw this offer.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

You agree and authorise the Company to obtain investigative employment verification report(s) either by itself or through the Company engaged third party service provider(s) in connection with your employment. *This may include the use of networking applications such as WhatsApp. Your data will be handled in accordance with our privacy policy* ***Link*** *and applicable data protection laws* You also agree and consent to give an authorization in writing in this regard, in the format prescribed by the Company.

for Registrar
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digit
BACKED BY FAIRFAX

Annexure A
Compensation Entitlement Sheet

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	2,20,500	18,375
HRA	88,200	7,350
Education Allowance	2,400	200
Statutory Bonus	18,368	1,531
Leave Travel Allowance	18,368	1,531
Special Allowance	2,45,098	20,424
Gross Salary	**5,92,934**	**49,411**
Provident Fund	26,460	2,205
Gratuity	10,606	884
Total Fixed	**6,30,000**	**52,500**
Total Variable	**70,000**	
Total CTC	**7,00,000**	
Variable Pay Percentage	10	

1. TDS deduction is subject to taxable income.
2. If your Annual Compensation includes a performance-linked variable, then the payment will be subject to achievement of predefined targets. Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
3. Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

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Kunika

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Sincerely,
For Go Digit General Insurance Limited



Amrit Jaidka Arora
CHRO

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26th September 2024

Dr. Nitish Chaudhri
Noida, Uttar Pradesh
Pin Code - 201301

Letter of Intent

Dear Nitish,

Namaste!

Pursuant to your candidature being found suitable in the selection process, we are pleased to inform that you have been selected as **Management Trainee – Sales & Marketing at Apollomedics Super Speciality Hospitals, Lucknow**, as per the mutually agreed upon '**Terms & Conditions'** and indicated in this **Letter of Intent.**

You are requested to join us **on or before 03/03/2025** after which this offer shall stands withdrawn.

This offer is subject to your reference check, including background verification and successful clearance of mandatory education requirements being found satisfactory. A detailed **Letter of Appointment**, elaborating the **Terms & Conditions** will be issued to you upon joining the organization, completing the necessary documentation(s) and having found **Fit to Join** in your pre–employment health check–up with us.

You are requested to submit the following at the time of your joining and carry originals for verification:

- **Passport size photographs** of **Self** *[1No(s).]*, **Spouse** *(01 No.)* and **Dependents** *(01 each).*
- **Relieving / Work Experience Letter** from immediate and past employers.
- **Academic & Professional Qualification**(s) certificates.
- **Proof of Date of Birth** *(Class X Passing or Birth Certificate).*
- **Proof of Address** *(Any Govt. issued Photo ID with Address, for e.g., AADHAR CARD / Passport / Driving License).*
- **AADHAR CARD & PAN CARD.**
- Latest **Appraisal Letter** with **CTC Annexure** & **03 Months Pay Slips** in support of last drawn salary.

Your services are liable to be transferred at the sole discretion of organization, in such other capacity as the company may determine, to any department / vertical / section, location, sister concern or subsidiary. As a token of having accepted this offer, kindly sign the duplicate copy of this letter and return the same.

We look forward for having a long and mutually beneficial association.

Thanks & Warm Regards.

Yours sincerely,
for **Apollomedics Super Speciality Hospitals,**
[a venture of **Apollomedics International Lifesciences Limited &** an **AHEL Group Hospital]**

Mr. Deepak Sachdeva
Deputy General Manager
Human Resources

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Apollo medics
SUPER SPECIALITY HOSPITALS

Name: Nitish Chaudhri
Designation: Management Trainee
Department: Sales & Marketing

Salary Components	Per Month (INR)	Per Annum (INR)
Basic Salary	23,750	2,85,000
House Rent Allowance	11,875	1,42,500
Children Education Allowance	200	2,400
Other Allowance	5,993	71,912
Sub Total (A)	41,818	5,01,812
Reimbursements		
Telephone Reimbursement	1,000	12,000
Sub Total (B)	1,000	12,000
Insurance Premium (Employer's Contribution)		
Mediclaim (Premium)	1,416	16,992
Personal Accident Insurance (Premium)	98	1,176
Group Term Insurance (Premium)	226	2,712
Sub Total (C)	1,740	20,880
Statutory Components		
Provident Fund (12% of Basic)	1,800	21,600
Gratuity (4.81% of Basic)	1,142	13,709
Sub Total (D)	2,942	35,309
Fixed Cost to Company (FCTC)	**47,500**	**5,70,000**
Performance Linked Variable Pay (PLVP)	2,500	30,000
Salary (Sum A+B+C+D)	**50,000**	**6,00,000**
** Special Bonus (Onetime post completion of one year)		1,20,000
Total Cost to Company - (TCTC)		**7,20,000**

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Sahyadri HOSPITALS

Date: 3 December 2024

To,

Mr. Subhajit Das

R.K Mission Road, Dharmanagar, North Tripura, Tripura 799250

Subject: Offer Letter for "Executive Management Trainee" at Sahyadri Hospitals Private Limited

Dear Subhajit,

We are pleased to offer you the position of "**Executive Management Trainee**" at Sahyadri Hospitals Private Limited. After carefully reviewing your skills, qualifications, and potential during the Campus Placement Interview conducted at your institute, we are confident you will make a valuable addition to our organization.

This letter outlines the terms of your employment.

1. Role

You will report to the **Senior Manager, Human Resources**. During your tenure as an Executive Management Trainee, you will undergo structured training in various functional areas. This is intended to prepare you for a suitable role in the organization upon successful completion of the training period.

2. Training Period

Your training period will begin on **7 April 2025** and will last for 1 year. During this period, your performance will be assessed based on defined criteria. You will also be given assignments from time to time through which you will highlight your learnings. Upon successful completion of the training, you will be absorbed as Assistant **Manager (Band M1).**

3. Compensation and Benefits

During your training period you will be paid an annual salary of **₹ 7,00,000 /- (Rupees Seven Lacs)** subject to statutory deductions.

Post-Training, your compensation will be revised upon confirmation based on performance and the role assigned as well as market parity.

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

You will also be eligible for benefits such as:
- Medical Benefits
- Internal Training Opportunities
- and all other benefits applicable to M1 band of a unit.

Statutory deductions such as Income Tax and Provident Fund will apply as per prevailing laws.

4. Duties and Responsibilities

During your training period, you would be posted in various departments of the hospital and would be managing duties and responsibilities as assigned by the respective Functional Head and Reporting Head of the department.

5. Work Location and Hours

Your place of posting would be **Pune** however, the organization reserves the right to transfer you to any of its hospitals or locations based on business requirements. Your duty timings will vary according to the Unit and Department where you would be posted.

6. Leave Policy

During the training period, you will be entitled to Leaves as per the leave policy applicable to band M1 of a unit. Your leave is subject to approval as per the company's Leave policy.

7. Company Policies and Code of Conduct

You must adhere to the company's policies, including the Code of Conduct, Confidentiality Agreement, and other operational guidelines. Any breach of these policies may lead to disciplinary action, including termination of employment.

8. Confirmation

After successful completion of the one-year Training program, your confirmation will be subject to an assessment which would include factors related to your performance and feedback throughout the year.

9. Termination and Notice Period

During the training period, either party may end this agreement by giving two months' notice or payment in lieu thereof.

Post completion of the training, the termination terms will be governed by the company's employment policies applicable to the confirmed role.

10. Documentation Requirements

You are requested to send the following documents on or before your joining date:
1. Photocopies of all academic certificates and transcripts.
2. A copy of your Aadhaar Card and PAN Card.
3. Relieving letter from your last employer (if applicable).
4. Passport-sized photographs (Five copies).

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Sahyadri®
HOSPITALS

11. Joining Date

Your expected joining date is **7 April 2025**. Please confirm your acceptance of this offer and your availability by signing and returning a copy of this letter within two days of receiving this letter

We are excited to have you join our team and look forward to your contributions to our organization.

Regards,

Vijeta Kulkarni

Vijeta Kulkarni

General Manager Human Resources

Sahyadri Hospitals

Acknowledgment and Acceptance

I, **Mr. Subhajit Das**, accept the offer for the position of "**Executive Management Trainee**" as per the terms and conditions outlined above. I agree to join on **7 April 2025** and abide by the company's policies.

Signature: _____

Date: _____ Place: _____

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

cloudnine

Date: **Mar 03, 2025**

Dear Ms. Vedashree Vinayak Agawane,

Congratulations! You've landed on Cloudnine!

We are delighted to offer you the position of **"Asst. Manager - Operations"** in the **"Center Management Team"** department.

On Cloudnine, we are continually scouring the country for bright, young talent who can infuse our brand with new blood, energy and spirit. We are a community of vibrant minds and kindred souls. And we'd love for you to be a part of it. We found that your experience and outlook meshes well with the skill sets we are looking for in this role, and we look forward to the value that you can add to our organization.

As and on Cloudnine, our organizational fabric is seamed together by four intrinsic values: Respect, Innovation, Customer Centricity and Integrity. We pride ourselves on being an organization that is equally outward and inward looking, channeling the energies harboured within us to our customers and well-wishers.

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There's only one step left before we embark on this brand-new, exciting journey. By accepting this offer letter, you can take your first step on Cloudnine. We promise you a treasure trove of new experiences that will keep you on Cloudnine for a long time to come.

You are requested to join us on or before **March 10, 2025**,
This job offer is contingent upon the following:

1. Completion of a satisfactory background check.
2. Satisfactory reference checks.
3. Execution of an employment/non-compete/confidentiality agreement.
4. Satisfactory Health checks.

For any questions, please feel free to respond to this email and I'll be happy to address them for you.

Yours sincerely,

Sofia Joseph
Head–Human Resources

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

cloudnine

Date: **Mar 03, 2025**

Ms. Vedashree Vinayak Agawane,

Annexure-I

	Monthly	Annualized
Earnings		
Basic + DA	20288	243456
HRA	10144	121728
Special Allowance	20288	243456
Gross Earnings	**50720**	**608640**
Retirals		
PF Contribution (Employer)	0	0
Meritorious Contribution	976	11712
Statutory Bonus		
Advance Statutory Bonus	1573	18876
Performance Linked Pay		
Performance Linked Pay	**5072**	**60864**
Incentive	2000	24000
Cost to Company		
Cost to Company	**60341**	**724092**
Deductions		
ESI Contribution (Employee)	0	
PF Contribution (Employee)	0	
Professional Tax (Employee)	200	
Total Deductions	**200**	
Monthly Take Home	**60141**	

*** Performance Linked Pay and Meritorious Contribution as per policy.**
**** Monthly Advance Statutory Bonus paid against Annual Statutory Bonus amount.**

***** Take Home is before Income Tax and excluding Performance Linked Pay and Health Insurance Deductions**
- **Applicable tax to be borne by the employee.**
- **Health Insurance Coverage for Self and Family & Accident Insurance Coverage for Self as per policy and deductions made at actuals.**
- **Special Allowance may be allocated to reimbursement options detailed below.**

Reimbursement Options	Annual Limit
Food Coupons	Rs. 30,000

3/3/25

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

cloudnine

Date: **Mar 03, 2025**

Dear Ms. Saniya Jameel Ahmad,

Congratulations! You've landed on Cloudnine!

We are delighted to offer you the position of **"Asst. Manager - Operations"** in the **"Center Management Team"** department.

On Cloudnine, we are continually scouring the country for bright, young talent who can infuse our brand with new blood, energy and spirit. We are a community of vibrant minds and kindred souls. And we'd love for you to be a part of it. We found that your experience and outlook meshes well with the skill sets we are looking for in this role, and we look forward to the value that you can add to our organization.

As and on Cloudnine, our organizational fabric is seamed together by four intrinsic values: Respect, Innovation, Customer Centricity and Integrity. We pride ourselves on being an organization that is equally outward and inward looking, channeling the energies harboured within us to our customers and well-wishers.

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You are requested to join us on or before **March 10, 2025**,
This job offer is contingent upon the following:

1. Completion of a satisfactory background check.
2. Satisfactory reference checks.
3. Execution of an employment/non-compete/confidentiality agreement.
4. Satisfactory Health checks.

For any questions, please feel free to respond to this email and I'll be happy to address them for you.

Yours sincerely,

Sofia Joseph
Head–Human Resources

Accepted

Kids Clinic India Limited (formerly known as Kids Clinic India Private Limited)
Regd. Office: 1533, 9th Main, 3rd Block, Jayanagar, Bengaluru 560011. Phone: 99729 99729
CIN - U85110KA2005PLC037953 E-mail: info@cloudninecare.com I www.cloudninecare.com

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

cloudnine

Date: **Mar 03, 2025**

Ms. Saniya Jameel Ahmad,

Annexure-I

	Monthly	Annualized
Earnings		
Basic + DA	20288	243456
HRA	10144	121728
Special Allowance	20288	243456
Gross Earnings	50720	608640
Retirals		
PF Contribution (Employer)	0	0
Meritorious Contribution	976	11712
Statutory Bonus		
Advance Statutory Bonus	1573	18876
Performance Linked Pay		
Performance Linked Pay	5072	60864
Incentive	2000	24000
Cost to Company		
Cost to Company	60341	724092
Deductions		
ESI Contribution (Employee)	0	
PF Contribution (Employee)	0	
Professional Tax (Employee)	200	
Total Deductions	200	
Monthly Take Home	60141	

*** Performance Linked Pay and Meritorious Contribution as per policy.**
**** Monthly Advance Statutory Bonus paid against Annual Statutory Bonus amount.**

***** Take Home is before Income Tax and excluding Performance Linked Pay and Health Insurance Deductions**
- **Applicable tax to be borne by the employee.**
- **Health Insurance Coverage for Self and Family & Accident Insurance Coverage for Self as per policy and deductions made at actuals.**
- **Special Allowance may be allocated to reimbursement options detailed below.**

Reimbursement Options	Annual Limit
Food Coupons	Rs. 30,000

Accepted
Sahmad

Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

cloudnine

Date: **Mar 03, 2025**

Dear Ms. Anushka Bansal,

Congratulations! You've landed on Cloudnine!

We are delighted to offer you the position of **"Asst. Manager - Operations"** in the **"Center Management Team"** department.

On Cloudnine, we are continually scouring the country for bright, young talent who can infuse our brand with new blood, energy and spirit. We are a community of vibrant minds and kindred souls. And we'd love for you to be a part of it. We found that your experience and outlook meshes well with the skill sets we are looking for in this role, and we look forward to the value that you can add to our organization.

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You are requested to join us on or before **March 10, 2025**,
This job offer is contingent upon the following:

1. Completion of a satisfactory background check.
2. Satisfactory reference checks.
3. Execution of an employment/non-compete/confidentiality agreement.
4. Satisfactory Health checks.

For any questions, please feel free to respond to this email and I'll be happy to address them for you.

Yours sincerely,

Sofia Joseph
Head–Human Resources

Accepted
Anushka
03/03/25

Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

cloudnine

Date: **Mar 03, 2025**

Ms. Anushka Bansal,

Annexure-I

2025

	Monthly	Annualized
Earnings		
Basic + DA	20288	243456
HRA	10144	121728
Special Allowance	20288	243456
Gross Earnings	**50720**	**608640**
Retirals		
PF Contribution (Employer)	0	0
Meritorious Contribution	976	11712
Statutory Bonus		
Advance Statutory Bonus	1573	18876
Performance Linked Pay		
Performance Linked Pay	5072	60864
Incentive	2000	24000
Cost to Company		
Cost to Company	60341	724092
Deductions		
ESI Contribution (Employee)	0	
PF Contribution (Employee)	0	
Professional Tax (Employee)	200	
Total Deductions	**200**	
Monthly Take Home	**60141**	

* Performance Linked Pay and Meritorious Contribution as per policy.
** Monthly Advance Statutory Bonus paid against Annual Statutory Bonus amount.

*** Take Home is before Income Tax and excluding Performance Linked Pay and Health Insurance Deductions
- Applicable tax to be borne by the employee.
- Health Insurance Coverage for Self and Family & Accident Insurance Coverage for Self as per policy and deductions made at actuals.
- Special Allowance may be allocated to reimbursement options detailed below.

Reimbursement Options	Annual Limit
Food Coupons	Rs. 30,000

Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

Accepted
Anushka
03/03/25

cloudnine

Date: **Mar 03, 2025**

Dear Ms. Himani Sharma,

Congratulations! You've landed on Cloudnine!

We are delighted to offer you the position of **"Asst. Manager - Operations"** in the **"Center Management Team"** department.

On Cloudnine, we are continually scouring the country for bright, young talent who can infuse our brand with new blood, energy and spirit. We are a community of vibrant minds and kindred souls. And we'd love for you to be a part of it. We found that your experience and outlook meshes well with the skill sets we are looking for in this role, and we look forward to the value that you can add to our organization.

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3. Execution of an employment/non-compete/confidentiality agreement.
4. Satisfactory Health checks.

For any questions, please feel free to respond to this email and I'll be happy to address them for you.

Yours sincerely,

Sofia Joseph
Head–Human Resources

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Himani
3/03/25

cloudnine

Date: **Mar 03, 2025**

Ms. Himani Sharma,

Annexure-I

	Monthly	Annualized
Earnings		
Basic + DA	20288	243456
HRA	10144	121728
Special Allowance	20288	243456
Gross Earnings	**50720**	**608640**
Retirals		
PF Contribution (Employer)	0	0
Meritorious Contribution	976	11712
Statutory Bonus		
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Deductions		
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Reimbursement Options	Annual Limit
Food Coupons	Rs. 30,000

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Himani
3/03/25

cloudnine

Date: **Mar 03, 2025**

Dear Mr. Siddhartha Pravin Kale,

Congratulations! You've landed on Cloudnine!

We are delighted to offer you the position of **"Asst. Manager - Operations"** in the **"Center Management Team"** department.

On Cloudnine, we are continually scouring the country for bright, young talent who can infuse our brand with new blood, energy and spirit. We are a community of vibrant minds and kindred souls. And we'd love for you to be a part of it. We found that your experience and outlook meshes well with the skill sets we are looking for in this role, and we look forward to the value that you can add to our organization.

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3. Execution of an employment/non-compete/confidentiality agreement.
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For any questions, please feel free to respond to this email and I'll be happy to address them for you.

Yours sincerely,

Sofia Joseph
Head–Human Resources

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

ACCEPTED
3/3/25

cloudnine

Date: Mar 03, 2025

Mr. Siddhartha Pravin Kale,

Annexure-I

	Monthly	Annualized
Earnings		
Basic + DA	20288	243456
HRA	10144	121728
Special Allowance	20288	243456
Gross Earnings	**50720**	**608640**
Retirals		
PF Contribution (Employer)	0	0
Meritorious Contribution	976	11712
Statutory Bonus		
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Performance Linked Pay		
Performance Linked Pay	**5072**	**60864**
Incentive	2000	24000
Cost to Company		
Cost to Company	**60341**	**724092**
Deductions		
ESI Contribution (Employee)	0	
PF Contribution (Employee)	0	
Professional Tax (Employee)	200	
Total Deductions	**200**	
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- Applicable tax to be borne by the employee.
- Health Insurance Coverage for Self and Family & Accident Insurance Coverage for Self as per policy and deductions made at actuals.
- Special Allowance may be allocated to reimbursement options detailed below.

Reimbursement Options	Annual Limit
Food Coupons	Rs. 30,000

ACCEPTED
3/3/25

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

cloudnine

Date: **Mar 03, 2025**

Dear Ms. Manya Tripathi,

Congratulations! You've landed on Cloudnine!

We are delighted to offer you the position of **"Asst. Manager - Operations"** in the **"Center Management Team"** department.

On Cloudnine, we are continually scouring the country for bright, young talent who can infuse our brand with new blood, energy and spirit. We are a community of vibrant minds and kindred souls. And we'd love for you to be a part of it. We found that your experience and outlook meshes well with the skill sets we are looking for in this role, and we look forward to the value that you can add to our organization.

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3. Execution of an employment/non-compete/confidentiality agreement.
4. Satisfactory Health checks.

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Yours sincerely,

Sofia Joseph
Head–Human Resources

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

cloudnine

Date: Mar 03, 2025

Ms. Manya Tripathi,

Annexure-I

	Monthly	Annualized
Earnings		
Basic + DA	20288	243456
HRA	10144	121728
Special Allowance	20288	243456
Gross Earnings	**50720**	**608640**
Retirals		
PF Contribution (Employer)	0	0
Meritorious Contribution	976	11712
Statutory Bonus		
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Performance Linked Pay		
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PF Contribution (Employee)	0	
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Total Deductions	**200**	
Monthly Take Home	**60141**	

* Performance Linked Pay and Meritorious Contribution as per policy.
** Monthly Advance Statutory Bonus paid against Annual Statutory Bonus amount.

*** Take Home is before Income Tax and excluding Performance Linked Pay and Health Insurance Deductions
- Applicable tax to be borne by the employee.
- Health Insurance Coverage for Self and Family & Accident Insurance Coverage for Self as per policy and deductions made at actuals.
- Special Allowance may be allocated to reimbursement options detailed below.

Reimbursement Options	Annual Limit
Food Coupons	Rs. 30,000

Manya.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

cloudnine

Date: **Mar 03, 2025**

Dear Ms. Parthvee Singh,

Congratulations! You've landed on Cloudnine!

We are delighted to offer you the position of **"Asst. Manager - Operations"** in the **"Center Management Team"** department.

On Cloudnine, we are continually scouring the country for bright, young talent who can infuse our brand with new blood, energy and spirit. We are a community of vibrant minds and kindred souls. And we'd love for you to be a part of it. We found that your experience and outlook meshes well with the skill sets we are looking for in this role, and we look forward to the value that you can add to our organization.

As and on Cloudnine, our organizational fabric is seamed together by four intrinsic values: Respect, Innovation, Customer Centricity and Integrity. We pride ourselves on being an organization that is equally outward and inward looking, channeling the energies harboured within us to our customers and well-wishers.

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There's only one step left before we embark on this brand-new, exciting journey. By accepting this offer letter, you can take your first step on Cloudnine. We promise you a treasure trove of new experiences that will keep you on Cloudnine for a long time to come.

You are requested to join us on or before **March 10, 2025**,
This job offer is contingent upon the following:

1. Completion of a satisfactory background check.
2. Satisfactory reference checks.
3. Execution of an employment/non-compete/confidentiality agreement.
4. Satisfactory Health checks.

For any questions, please feel free to respond to this email and I'll be happy to address them for you.

Yours sincerely,

Sofia Joseph
Head–Human Resources

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

cloudnine

Date: **Mar 03, 2025**

Ms. Parthvee Singh,

Annexure-I

	Monthly	Annualized
Earnings		
Basic + DA	20288	243456
HRA	10144	121728
Special Allowance	20288	243456
Gross Earnings	**50720**	**608640**
Retirals		
PF Contribution (Employer)	0	0
Meritorious Contribution	976	11712
Statutory Bonus		
Advance Statutory Bonus	1573	18876
Performance Linked Pay		
Performance Linked Pay	5072	60864
Incentive	2000	24000
Cost to Company		
Cost to Company	60341	724092
Deductions		
ESI Contribution (Employee)	0	
PF Contribution (Employee)	0	
Professional Tax (Employee)	200	
Total Deductions	200	
Monthly Take Home	60141	

*** Performance Linked Pay and Meritorious Contribution as per policy.**
**** Monthly Advance Statutory Bonus paid against Annual Statutory Bonus amount.**

***** Take Home is before Income Tax and excluding Performance Linked Pay and Health Insurance Deductions**
- **Applicable tax to be borne by the employee.**
- **Health Insurance Coverage for Self and Family & Accident Insurance Coverage for Self as per policy and deductions made at actuals.**
- **Special Allowance may be allocated to reimbursement options detailed below.**

Reimbursement Options	**Annual Limit**
Food Coupons	**Rs. 30,000**

Regd

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

26th September 2024

Ms. Prashansa Jain
Jaipur, Rajasthan
Pin Code - 302029

Letter of Intent

Dear Prashansa,

Namaste!

Pursuant to your candidature being found suitable in the selection process, we are pleased to inform that you have been selected as **Management Trainee – Sales & Marketing at Apollomedics Super Speciality Hospitals, Lucknow**, as per the mutually agreed upon '**Terms & Conditions**' and indicated in this **Letter of Intent.**

You are requested to join us **on or before 03/03/2025** after which this offer shall stands withdrawn.

This offer is subject to your reference check, including background verification and successful clearance of mandatory education requirements being found satisfactory. A detailed **Letter of Appointment**, elaborating the **Terms & Conditions** will be issued to you upon joining the organization, completing the necessary documentation(s) and having found **Fit to Join** in your pre–employment health check–up with us.

You are requested to submit the following at the time of your joining and carry originals for verification:

- **Passport size photographs** of **Self** *[1No(s).]*, **Spouse** *(01 No.)* and **Dependents** *(01 each).*
- **Relieving / Work Experience Letter** from immediate and past employers.
- **Academic & Professional Qualification**(s) certificates.
- **Proof of Date of Birth** *(Class X Passing or Birth Certificate).*
- **Proof of Address** *(Any Govt. issued Photo ID with Address, for e.g., AADHAR CARD / Passport / Driving License).*
- **AADHAR CARD & PAN CARD.**
- Latest **Appraisal Letter** with **CTC Annexure** & **03 Months Pay Slips** in support of last drawn salary.

Your services are liable to be transferred at the sole discretion of organization, in such other capacity as the company may determine, to any department / vertical / section, location, sister concern or subsidiary. As a token of having accepted this offer, kindly sign the duplicate copy of this letter and return the same.

We look forward for having a long and mutually beneficial association.

Thanks & Warm Regards

Yours sincerely,
for **Apollomedics Super Speciality Hospitals,**
[a venture of **Apollomedics International Lifesciences Limited &** an **AHEL Group Hospital]**

Mr. Deepak Sachdeva
Deputy General Manager
Human Resources

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Name: Prashansa Jain
Designation: Management Trainee
Department: Sales & Marketing

Salary Components	Per Month (INR)	Per Annum (INR)
Basic Salary	23,750	2,85,000
House Rent Allowance	11,875	1,42,500
Children Education Allowance	200	2,400
Other Allowance	5,993	71,912
Sub Total (A)	41,818	5,01,812
Reimbursements		
Telephone Reimbursement	1,000	12,000
Sub Total (B)	1,000	12,000
Insurance Premium (Employer's Contribution)		
Mediclaim (Premium)	1,416	16,992
Personal Accident Insurance (Premium)	98	1,176
Group Term Insurance (Premium)	226	2,712
Sub Total (C)	1,740	20,880
Statutory Components		
Provident Fund (12% of Basic)	1,800	21,600
Gratuity (4.81% of Basic)	1,142	13,709
Sub Total (D)	2,942	35,309
Fixed Cost to Company (FCTC)	**47,500**	**5,70,000**
Performance Linked Variable Pay (PLVP)	2,500	30,000
Salary (Sum A+B+C+D)	**50,000**	**6,00,000**
** Special Bonus (Onetime post completion of one year)		1,20,000
Total Cost to Company - (TCTC)		**7,20,000**

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

14-01-2025

Sakshi Verma

31/100, Gali No. 5, Bhikam Singh Colony, Vishwas Nagar, Sahadara, East Delhi, Delhi- 110032

SUB: L E T T E R OF I N T E N T

Dear Ms. Sakshi,

As discussed, we are pleased to offer you the position of **"Support- Sustainability and CSR", (Senior Executive, Level - V-A)** in our organization **Spark Minda Foundation, Noida** on the terms and conditions, mutually discussed & agreed. Your compensation structure will be as per Annexure- I, sheet attached. You will abide by all rule's regulations of the company in vogue from time to time.

You will be issued a detailed appointment letter within one week of your joining the duty. You may join the duty on or before **03-02-2025**.

This offer is subject to your producing relieving certificate from the present employer, if any, at the time of joining the employment of the company.

Please bring with you a copy of your educational qualification certificates, four colored passport sized photographs, last salary certificate, blood group test report as well as a copy of this letter of intent.

Please sign the duplicate copy of this letter as a token of acceptance.

Thanking you

Yours faithfully,

For Minda Corporation Limited,

Ajay Singhroha,
Group CHRO

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

MINDA CORPORATION LIMITED
CIN: L74899DL1985PLC020401
D-6-11, Sector - 59, Noida - 201501, U.P, India
Tel.: -I-91-120-4442500
Fax: I-91-120-4787201

SPARK MINDA Foundation

Annexure – I

SALARY COMPUTATION			
Components	**Per Annum**	**Per Month**	**Component Description**
Basic	370008	30834	50% of CTC
HRA	140004	11667	40% of Basic
Special Allowance	119628	9969	As Per Policy
Conveyance Allowance	9600	800	As Per Policy
Medical Allowance	6000	500	As Per Policy
Total Gross	**645240**	**53770**	(A)
LTA	4800	400	Paid Annually As Per Policy
Mobile and Residential Telephone Reimbursement	6000	500	Maximum Limit
Mediclaim Insurance	5136	428	Entitlement- 2 Lakh. (50% Employer Contribution). Amount is subject to change as per Spark Minda Policy.
Total Perks and Reimbursement	**15936**	**1328**	(B)
PF Employer	42000	3500	As Per Norms (12% of Basic)
Gratuity	16836	1403	As Per Law
Total Retiral Benefit	**58836**	**4903**	(C)
CTC	**720012**	**60001**	Total (A+B+C)
Total CTC	**720012**	**60001**	

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

MINDA CORPORATION LIMITED
CIN: L74899DL1985PLC020401
D-6-11, Sector - 59, Noida - 201501, U.P, India
Tel.: -I-91-120-4442500
Fax: I 91 120 4787201

Your entitlement for Personal Accident Insurance would be based on your grade, refer below table -

Personal Accident Insurance Entitlement Level IV to V	1 Lakh
Personal Accident Insurance Entitlement Level VI to VIII	3 Lakhs
Personal Accident Insurance Entitlement Level IX to XII	10 Lakhs

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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CIN: L74899DL1985PLC020401
D-6-11, Sector - 59, Noida - 201501, U.P, India
Tel.: -I-91-120-4442500
Fax: I-91-120-4787201

SPARK MINDA Foundation

Strictly Confidential

Name : Ms. Sakshi Verma

You will receive **Rs.** One Lakh as one time Joining bonus. Wrt. below Conditions:

"If one leaves the organization after receiving the payment of Joining bonus"

Within 1 Year, then he/she will have to reimburse back 100% amount to the organization.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
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MINDA CORPORATION LIMITED
CIN: L74899DL1985PLC020401
D-6-11, Sector - 59, Noida - 201501, U.P, India
Tel.: -I-91-120-4442500
Fax: I-91-120-4787201

14-01-2025

SAKSHI VERMA

Subject:- Pre-Employment Medical Check-up

Dear Ms. Sakshi,

This is in reference to your letter of Intent dated **14-01-2025 .**

As part of Pre-Joining necessities, you are required to get the following Test / Medical Check-up done from any authorized center of Dr. Lal Path Labs, on or before date of Joining.

1. Physician Examination (Height, Weight, B.P & Color vision check-up)
2. Blood Sugar Fasting
3. Blood Group
4. Cholesterol
5. Urine Routine
6. X-Ray Chest
7. ECG

You will be reimbursed maximum amount of Rs. 850/- towards the medical check-up expenses on submission of original bills / receipts.

Kindly bring all the original receipts and X-Ray sheets along with you on the date of your joining.

Thanking you

For Minda Corporation Limited

Ajay Singhroha,
Group CHRO

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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The IIHMR University
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Tel.: -I-91-120-4442500
Fax: I-91-120-4787201

cloudnine

Date: **Mar 03, 2025**

Dear Ms. Sampada Kiran Meghe,

Congratulations! You've landed on Cloudnine!

We are delighted to offer you the position of **"Asst. Manager - Operations"** in the **"Center Management Team"** department.

On Cloudnine, we are continually scouring the country for bright, young talent who can infuse our brand with new blood, energy and spirit. We are a community of vibrant minds and kindred souls. And we'd love for you to be a part of it. We found that your experience and outlook meshes well with the skill sets we are looking for in this role, and we look forward to the value that you can add to our organization.

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1. Completion of a satisfactory background check.
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3. Execution of an employment/non-compete/confidentiality agreement.
4. Satisfactory Health checks.

For any questions, please feel free to respond to this email and I'll be happy to address them for you.

Yours sincerely,

SAMPADA MEGHE
Sameghe
3/3/25

Sofia Joseph
Head–Human Resources

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

Date: **Mar 03, 2025**

Ms. Sampada Kiran Meghe,

Annexure-I

	Monthly	Annualized
Earnings		
Basic + DA	20288	243456
HRA	10144	121728
Special Allowance	20288	243456
Gross Earnings	**50720**	**608640**
Retirals		
PF Contribution (Employer)	0	0
Meritorious Contribution	976	11712
Statutory Bonus		
Advance Statutory Bonus	1573	18876
Performance Linked Pay		
Performance Linked Pay	**5072**	**60864**
Incentive	2000	24000
Cost to Company		
Cost to Company	**60341**	**724092**
Deductions		
ESI Contribution (Employee)	0	
PF Contribution (Employee)	0	
Professional Tax (Employee)	200	
Total Deductions	**200**	
Monthly Take Home	**60141**	

*** Performance Linked Pay and Meritorious Contribution as per policy.**
**** Monthly Advance Statutory Bonus paid against Annual Statutory Bonus amount.**

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Reimbursement Options	Annual Limit
Food Coupons	Rs. 30,000

SAMPADA MEGHE

Smeghe
3/3/25

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

cloudnine

Date: **Mar 03, 2025**

Dear Ms. Saumya Kaushal,

Congratulations! You've landed on Cloudnine!

We are delighted to offer you the position of **"Asst. Manager - Operations"** in the **"Center Management Team"** department.

On Cloudnine, we are continually scouring the country for bright, young talent who can infuse our brand with new blood, energy and spirit. We are a community of vibrant minds and kindred souls. And we'd love for you to be a part of it. We found that your experience and outlook meshes well with the skill sets we are looking for in this role, and we look forward to the value that you can add to our organization.

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3. Execution of an employment/non-compete/confidentiality agreement.
4. Satisfactory Health checks.

For any questions, please feel free to respond to this email and I'll be happy to address them for you.

Yours sincerely,

Sofia Joseph
Head–Human Resources

Saumya

Kids Clinic India Limited (formerly known as Kids Clinic India Private Limited)
Regd. Office: 1533, 9th Main, 3rd Block, Jayanagar, Bengaluru 560011. Phone: 99729 99729
CIN - U85110KA2005PLC037953 E-mail: info@cloudninecare.com I www.cloudninecare.com

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

cloudnine

Date: Mar 03, 2025

Ms. Saumya Kaushal,

Annexure-I

	Monthly	Annualized
Earnings		
Basic + DA	20288	243456
HRA	10144	121728
Special Allowance	20288	243456
Gross Earnings	**50720**	**608640**
Retirals		
PF Contribution (Employer)	0	0
Meritorious Contribution	976	11712
Statutory Bonus		
Advance Statutory Bonus	1573	18876
Performance Linked Pay		
Performance Linked Pay	**5072**	**60864**
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Deductions		
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- **Special Allowance may be allocated to reimbursement options detailed below.**

Reimbursement Options	**Annual Limit**
Food Coupons	**Rs. 30,000**

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

cloudnine

Date: **Mar 03, 2025**

Dear Ms. Shalini Tripathi,

Congratulations! You've landed on Cloudnine!

We are delighted to offer you the position of **"Asst. Manager - Operations"** in the **"Center Management Team"** department.

On Cloudnine, we are continually scouring the country for bright, young talent who can infuse our brand with new blood, energy and spirit. We are a community of vibrant minds and kindred souls. And we'd love for you to be a part of it. We found that your experience and outlook meshes well with the skill sets we are looking for in this role, and we look forward to the value that you can add to our organization.

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3. Execution of an employment/non-compete/confidentiality agreement.
4. Satisfactory Health checks.

For any questions, please feel free to respond to this email and I'll be happy to address them for you.

Yours sincerely,

Sofia Joseph
Head–Human Resources

Shalini Tripathi
3/3/25

for
Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

cloudnine

Date: **Mar 03, 2025**

Ms. Shalini Tripathi,

Annexure-I

	Monthly	Annualized
Earnings		
Basic + DA	20288	243456
HRA	10144	121728
Special Allowance	20288	243456
Gross Earnings	**50720**	**608640**
Retirals		
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Meritorious Contribution	976	11712
Statutory Bonus		
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- **Special Allowance may be allocated to reimbursement options detailed below.**

Reimbursement Options	**Annual Limit**
Food Coupons	**Rs. 30,000**

Shalini Tripathi
3/3/25.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

cloudnine

Date: **Mar 03, 2025**

Dear Ms. Shivangi Priya,

Congratulations! You've landed on Cloudnine!

We are delighted to offer you the position of **"Asst. Manager - Operations"** in the **"Center Management Team"** department.

On Cloudnine, we are continually scouring the country for bright, young talent who can infuse our brand with new blood, energy and spirit. We are a community of vibrant minds and kindred souls. And we'd love for you to be a part of it. We found that your experience and outlook meshes well with the skill sets we are looking for in this role, and we look forward to the value that you can add to our organization.

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For any questions, please feel free to respond to this email and I'll be happy to address them for you.

Yours sincerely,

Sofia Joseph
Head–Human Resources

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

cloudnine

Date: **Mar 03, 2025**

Ms. Shivangi Priya,

Annexure-I

	Monthly	Annualized
Earnings		
Basic + DA	20288	243456
HRA	10144	121728
Special Allowance	20288	243456
Gross Earnings	**50720**	**608640**
Retirals		
PF Contribution (Employer)	0	0
Meritorious Contribution	976	11712
Statutory Bonus		
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- **Health Insurance Coverage for Self and Family & Accident Insurance Coverage for Self as per policy and deductions made at actuals.**
- **Special Allowance may be allocated to reimbursement options detailed below.**

Reimbursement Options	**Annual Limit**
Food Coupons	**Rs. 30,000**

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

cloudnine

Date: **Mar 03, 2025**

Dear Mr. Shobhit Adhikari,

Congratulations! You've landed on Cloudnine!

We are delighted to offer you the position of **"Asst. Manager - Operations"** in the **"Center Management Team"** department.

On Cloudnine, we are continually scouring the country for bright, young talent who can infuse our brand with new blood, energy and spirit. We are a community of vibrant minds and kindred souls. And we'd love for you to be a part of it. We found that your experience and outlook meshes well with the skill sets we are looking for in this role, and we look forward to the value that you can add to our organization.

As and on Cloudnine, our organizational fabric is seamed together by four intrinsic values: Respect, Innovation, Customer Centricity and Integrity. We pride ourselves on being an organization that is equally outward and inward looking, channeling the energies harboured within us to our customers and well-wishers.

Our brand is also deep-seated in a guiding trinity we've christened the 3C's: comprehensive care, clinical excellence and celebration. These principles lead the Cloudnine way beautifully, marrying superior care with little flashes of delight. Just as surely as the 3Cs are exemplified towards guests, they are mirrored towards employees. Our organization is rooted in superlative employee satisfaction and care, and the celebration of milestones big and small. Our work is tightly tethered to passion and play, and we love what we do. We cherish each day, and we want you to do the same.

There's only one step left before we embark on this brand-new, exciting journey. By accepting this offer letter, you can take your first step on Cloudnine. We promise you a treasure trove of new experiences that will keep you on Cloudnine for a long time to come.

You are requested to join us on or before **March 10, 2025**,
This job offer is contingent upon the following:

1. Completion of a satisfactory background check.
2. Satisfactory reference checks.
3. Execution of an employment/non-compete/confidentiality agreement.
4. Satisfactory Health checks.

For any questions, please feel free to respond to this email and I'll be happy to address them for you.

Yours sincerely,

Sofia Joseph
Head–Human Resources

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

cloudnine

Date: Mar 03, 2025

Mr. Shobhit Adhikari,

Annexure-I

	Monthly	Annualized
Earnings		
Basic + DA	20288	243456
HRA	10144	121728
Special Allowance	20288	243456
Gross Earnings	**50720**	**608640**
Retirals		
PF Contribution (Employer)	0	0
Meritorious Contribution	976	11712
Statutory Bonus		
Advance Statutory Bonus	1573	18876
Performance Linked Pay		
Performance Linked Pay	**5072**	**60864**
Incentive	2000	24000
Cost to Company		
Cost to Company	**60341**	**724092**
Deductions		
ESI Contribution (Employee)	0	
PF Contribution (Employee)	0	
Professional Tax (Employee)	200	
Total Deductions	**200**	
Monthly Take Home	**60141**	

*** Performance Linked Pay and Meritorious Contribution as per policy.**
**** Monthly Advance Statutory Bonus paid against Annual Statutory Bonus amount.**

***** Take Home is before Income Tax and excluding Performance Linked Pay and Health Insurance Deductions**
- **Applicable tax to be borne by the employee.**
- **Health Insurance Coverage for Self and Family & Accident Insurance Coverage for Self as per policy and deductions made at actuals.**
- **Special Allowance may be allocated to reimbursement options detailed below.**

Reimbursement Options	Annual Limit
Food Coupons	Rs. 30,000

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

passion to lead
EPSILON

Corporate Office : E.D Tower, F-101, J-17 D, Ramesh Marg, C-Scheme, Jaipur-302001,Raj (INDIA) Tel : +91-141 491 0019
CIN No. - **U85100RJ2010PTC063907**
www.epsilonhealthcare.com
marketing@epsilonhealthcare.com

Dated – 01st March 2025

Internship Opportunity at Epsilon Healthcare Solutions Pvt. Ltd.

Dear Shruti,

I am pleased to inform you that after reviewing your application and considering your qualifications, we would like to offer you an internship position at Epsilon Healthcare Solutions Pvt. Ltd. We believe your skills and passion would be an excellent addition to our team.

We would like you to join us starting on **10th March 2025**. The internship will provide you with valuable hands-on experience, where you will have the opportunity to work on Product.

Additonlly, A stipend of **Rs. 15,000/- per month** will be provided during the training period.

Upon successful completion of the training, the payout will be revised accordingly based on your performance which could range from **Rs 7,00,000 to Rs 7,50,000 per annum.**

You will be reporting to Mr. Anand Singh in the Research & Development Department.

We are excited about the potential you bring to the team and look forward to working with you.

For Epsilon Healthcare Solutions Pvt. Ltd.

Mr. Ajay Singh

Manager – HR & Admin

Epsilon Healthcare Solutions Pvt. Ltd. JAIPUR Rajasthan India

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

cloudnine

Date: **Mar 03, 2025**

Dear Mr. Tanish Jain,

Congratulations! You've landed on Cloudnine!

We are delighted to offer you the position of **"Asst. Manager - Operations"** in the **"Center Management Team"** department.

On Cloudnine, we are continually scouring the country for bright, young talent who can infuse our brand with new blood, energy and spirit. We are a community of vibrant minds and kindred souls. And we'd love for you to be a part of it. We found that your experience and outlook meshes well with the skill sets we are looking for in this role, and we look forward to the value that you can add to our organization.

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There's only one step left before we embark on this brand-new, exciting journey. By accepting this offer letter, you can take your first step on Cloudnine. We promise you a treasure trove of new experiences that will keep you on Cloudnine for a long time to come.

You are requested to join us on or before **March 10, 2025**,
This job offer is contingent upon the following:

1. Completion of a satisfactory background check.
2. Satisfactory reference checks.
3. Execution of an employment/non-compete/confidentiality agreement.
4. Satisfactory Health checks.

For any questions, please feel free to respond to this email and I'll be happy to address them for you.

Yours sincerely,

Tanishjain.

Sofia Joseph
Head–Human Resources

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

cloudnine

Date: **Mar 03, 2025**

Mr. Tanish Jain,

Annexure-I

	Monthly	Annualized
Earnings		
Basic + DA	20288	243456
HRA	10144	121728
Special Allowance	20288	243456
Gross Earnings	50720	608640
Retirals		
PF Contribution (Employer)	0	0
Meritorious Contribution	976	11712
Statutory Bonus		
Advance Statutory Bonus **	1573	18876
Performance Linked Pay		
Performance Linked Pay *	5072	60864
Incentive	0	0
Cost to Company		
Cost to Company	58341	700092
Deductions		
ESI Contribution (Employee)	0	
PF Contribution (Employee)	0	
Professional Tax (Employee)	200	
Total Deductions	200	
Monthly Take Home ***	52093	

*** Performance Linked Pay and Meritorious Contribution as per policy.**
**** Monthly Advance Statutory Bonus paid against Annual Statutory Bonus amount.**

***** Take Home is before Income Tax and excluding Performance Linked Pay and Health Insurance Deductions**
- **Applicable tax to be borne by the employee.**
- **Health Insurance Coverage for Self and Family & Accident Insurance Coverage for Self as per policy and deductions made at actuals.**
- **Special Allowance may be allocated to reimbursement options detailed below.**

Reimbursement Options	Annual Limit
Food Coupons	Rs. 30,000

Tanishjain

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

cloudnine

Date: **Mar 03, 2025**

Dear Ms. Tejal Priya,

Congratulations! You've landed on Cloudnine!

We are delighted to offer you the position of **"Asst. Manager - Operations"** in the **"Center Management Team"** department.

On Cloudnine, we are continually scouring the country for bright, young talent who can infuse our brand with new blood, energy and spirit. We are a community of vibrant minds and kindred souls. And we'd love for you to be a part of it. We found that your experience and outlook meshes well with the skill sets we are looking for in this role, and we look forward to the value that you can add to our organization.

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3. Execution of an employment/non-compete/confidentiality agreement.
4. Satisfactory Health checks.

For any questions, please feel free to respond to this email and I'll be happy to address them for you.

Yours sincerely,

Sofia Joseph
Head–Human Resources

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

cloudnine

Date: **Mar 03, 2025**

Ms. Tejal Priya,

Annexure-I

	Monthly	Annualized
Earnings		
Basic + DA	20288	243456
HRA	10144	121728
Special Allowance	20288	243456
Gross Earnings	**50720**	**608640**
Retirals		
PF Contribution (Employer)	0	0
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Cost to Company		
Cost to Company	**60341**	**724092**
Deductions		
ESI Contribution (Employee)	0	
PF Contribution (Employee)	0	
Professional Tax (Employee)	200	
Total Deductions	**200**	
Monthly Take Home	**60141**	

*** Performance Linked Pay and Meritorious Contribution as per policy.**
**** Monthly Advance Statutory Bonus paid against Annual Statutory Bonus amount.**

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Reimbursement Options	**Annual Limit**
Food Coupons	**Rs. 30,000**

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Jul 7, 2025

Mr. Abhishek Kaushik
C-31, Tulsi Appartments, Sector-14, Rohini,
Delhi, 110085
India

Subject: Offer of Employment

Dear Abhishek Kaushik:

On behalf of **Deloitte Consulting India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 4, 2025**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **August 4, 2025**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **August 4, 2025**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Abhishek Kaushik, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited
Best regards,

Signed by:
Pooja Madnani
B4B0A03E36BC4A0...

By: _____
Signature

Authorized Signatory

Acceptance

I, **Abhishek Kaushik**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Signed by:
Abhishek Kaushik
4E6345F11C0B4FD...

_____ Jul 7, 2025
Signature Date

DELOITTE

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 10:07:11 -07:00

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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Annexure A

Mr. Abhishek Kaushik **Analyst**

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

Employee Level - Analyst	*[1a]Communication Expenses* *Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.* **Rs./₹ 3,000/-** per month	*[1b]Fuel Expenses* *Petrol / Driver / Insurance / Repairs & Maintenance* **Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

Registrar
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Deloitte.

Abhishek Kaushik **Hyderabad**

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India** (the "Employer") as **Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I

Registrar
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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

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e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect

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any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

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25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

Signed by:
For Deloitte Consulting India Private Limited
Pooja Madnani
B4B0A03E36BC4A0...
Pooja Madnani
Talent

Authorized Signatory

Effective as of **August 4, 2025**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Signed by:
Abhishek Kaushik
4E6345F11C0B4FD...

Abhishek Kaushik

_____ _____

Signature Name

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 10:07:11 -07:00

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

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Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a*Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

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EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the *Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

	Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*
X	No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

Signed by:
Abhishek Kaushik
4E6345F11C0B4FD...

Signature

Jul 7, 2025

Date

Abhishek Kaushik

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Consulting India Private Limited

Signed by:
Pooja Madnani
B4B0A03E36BC4A0...

Pooja Madnani
Talent

Its: *Authorized Signatory*

Jul 7, 2025

Date

DELOITTE

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 10:07:11 -07:00

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the*Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Docusign Envelope ID: DAEBF474-50BF-4C79-A068-2ACCEE9A7DB4

EXHIBIT C

Proceedings

[none, unless otherwise specified]

	Yes, I do have *Proceedings* to report
X	No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

Signed by:
Abhishek Kaushik
4E6345F11C0B4FD...

Signature	Name	Date
	Abhishek Kaushik	Jul 7, 2025

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

	Yes, I do have Post-*Employment* Restrictions re: Clients
X	No, I do not have Post-*Employment* Restrictions re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Consulting India Private Limited

Signed by:
Pooja Madnani
B4B0A03E36BC4A0...

Pooja Madnani

Talent

Its: Authorized Signatory

Jul 7, 2025
Date

I have read and understood the above policy terms.

Signed by:
Abhishek Kaushik
4E6345F11C0B4FD...

Signature	Abhishek Kaushik	Jul 7, 2025
	Name	Date

DELOITTE
Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 10:07:11 -07:00

An *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

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Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1.COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

2.NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

3.HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

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4.WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5.RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6.TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7.NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **90 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8.MISCONDUCT

Misconduct may include but is not limited to:

•Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
•Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
•Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
•Falsification or manipulation of Deloitte Time & Expense (DTE).
•Knowingly providing false statements, either verbally or in written form.
•Neglect of normal duties and functions.
•Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
•Continued discharge of work functions that do not meet the standards reasonably expected.
•Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
•Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

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•Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
•Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
•Engaging in any illegal activities.
•Workplace violence, including threats of physical violence.
•Corporate credit card delinquencies.
•Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
•Going on or abetting a strike in contravention of any law.
•Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
•Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
•Corruption, fraud, or misappropriation of funds.
•Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
•Excessive personal use of the Employer's telephone, fax or computer systems.
•Failure to adhere to applicable laws.
•Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **August 4, 2025**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Signed by:
Abhishek Kaushik
4E6345F11C0B4FD...

Signature

Abhishek Kaushik

Name

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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Deloitte.

Jul 7, 2025

Mr. Abhishek Kaushik

C-31, Tulsi Appartments, Sector-14, Rohini,

Delhi, 110085

India

Training Agreement

Dear Abhishek Kaushik:

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **August 4, 2025**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Consulting India Private Limited**

Signed by:
By: Pooja Madnani
B4B0A03E36BC4A0...
Signature

Authorized Signatory

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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Deloitte.

Deloitte Consulting India Private Limited
77, Divyasree Town Center, Amani Bellandur Kane Village, Varthur Hobli, Bengaluru, Bengaluru Urban, Karnataka 560037, India

Tel: +91 080 67555555
www.deloitte.com

Jul 7, 2025

Ms. Deepshikha
B107 Samaya Sonata Apartment, Hesaraghatta Main Road, Vidyaranyapura,
Bengaluru, 560097
India

Subject: Offer of Employment

Dear Deepshikha :

On behalf of **Deloitte Consulting India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Analyst** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 4, 2025**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **August 4, 2025**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **August 4, 2025**, or an alternative mutually agreed upon date.



This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Deepshikha, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited
Best regards,

DocuSigned by:
By: Pooja Madnani
BB47475AFA934CD...
Signature

Authorized Signatory

Acceptance

I, **Deepshikha**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Signed by:
Deepshikha
20B4DF9A6BB548C...
Signature

Jul 8, 2025
Date

DELOITTE
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Annexure A

Ms. Deepshikha **Analyst**

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.
All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

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Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Fuel & Maintenance Expenses as per eligibility mentioned below:

Employee Level - Analyst	*[1a]Communication Expenses* *Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.* **Rs./₹3,000/-** per month	*[1b]Fuel Expenses* *Petrol / Driver / Insurance / Repairs & Maintenance* **Rs./₹7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above Senior Staff are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and 6 dependents is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

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Deloitte.

Deepshikha **Bengaluru**

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **77, Divyasree Town Center, Amani Bellandur Kane Village, Varthur Hobli, Bengaluru, Bengaluru Urban, Karnataka 560037, India** (the "Employer") as **Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial

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interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to*Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

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d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing

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services to, with, or on behalf of the *Deloitte Entity*.

16. Post-*Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST-*EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post-*Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

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MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Bengaluru, Karnataka, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

DocuSigned by:
For Deloitte Consulting India Private Limited
Pooja Madnani
BB47475AFA934CD...
Pooja Madnani
Talent

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Authorized Signatory

Effective as of **August 4, 2025**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Signed by:
20B4DF9A6BB548C...

Deepshikha LNU

Signature

Name

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 13:32:14 -07:00

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

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Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a *Deloitte Entity*, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a*Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

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EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the *Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

	Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*
X	No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

Signed by:
20B4DF9A6BB548C...
Signature

Jul 8, 2025
Date

Deepshikha LNU
Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Consulting India Private Limited

DocuSigned by:
Pooja Madnani
BB47475AFA934CD...

Pooja Madnani
Talent

Its: Authorized Signatory

Jul 7, 2025
Date

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 13:32:14 -07:00

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

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EXHIBIT C

Proceedings

[none, unless otherwise specified]

	Yes, I do have *Proceedings* to report
X	No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

Signed by:
20B4DF9A6BB548C...

Signature	Name	Date
	Deepshikha LNU	Jul 8, 2025

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EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

	Yes, I do have Post-*Employment* Restrictions re: Clients
X	No, I do not have Post-*Employment* Restrictions re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Consulting India Private Limited

DocuSigned by:
Pooja Madnani
BB47475AFA934CD...

Pooja Madnani

Talent

Its: Authorized Signatory

Jul 7, 2025
Date

I have read and understood the above policy terms.

Signed by:
20B4DF9A6BB548C...

Signature	Deepshikha LNU	Jul 8, 2025
	Name	Date

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 13:32:14 -07:00

An *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

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Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1.COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

2.NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

3.HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in

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accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

4.WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5.RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6.TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7.NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **90 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8.MISCONDUCT

Misconduct may include but is not limited to:

•Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
•Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
•Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
•Falsification or manipulation of Deloitte Time & Expense (DTE).
•Knowingly providing false statements, either verbally or in written form.
•Neglect of normal duties and functions.
•Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
•Continued discharge of work functions that do not meet the standards reasonably expected.
•Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment

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Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
•Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
•Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
•Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
•Engaging in any illegal activities.
•Workplace violence, including threats of physical violence.
•Corporate credit card delinquencies.
•Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
•Going on or abetting a strike in contravention of any law.
•Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
•Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
•Corruption, fraud, or misappropriation of funds.
•Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
•Excessive personal use of the Employer's telephone, fax or computer systems.
•Failure to adhere to applicable laws.
•Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **August 4, 2025**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Signed by:
20B4DF9A6BB548C...

Signature

Deepshikha LNU

Name

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Deloitte.

Jul 7, 2025

Ms. Deepshikha

B107 Samaya Sonata Apartment, Hesaraghatta Main Road, Vidyaranyapura,

Bengaluru, 560097

India

Training Agreement

Dear Deepshikha:

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **August 4, 2025**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Consulting India Private Limited**

DocuSigned by:
By: Pooja Madnani
BB47475AFA934CD...
Signature

Authorized Signatory

Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

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Deloitte Consulting India Private Limited
77, Divyasree Town Center, Amani Bellandur Kane Village, Varthur Hobli, Bengaluru, Bengaluru Urban, Karnataka 560037, India

Tel: +91 080 67555555
www.deloitte.com

Jul 7, 2025

Mr. Nishanth Ganesh Sundaravadivelan
No.3,F4, Sai-Lotus Apt, Kottivakkam Kuppam Beach Road, Kottivakkam,
Chennai, 600041
India

Subject: Offer of Employment

Dear Nishanth Ganesh Sundaravadivelan:

On behalf of **Deloitte Consulting India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Analyst** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 4, 2025**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **August 4, 2025**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **August 4, 2025**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

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In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Nishanth Ganesh Sundaravadivelan, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited
Best regards,

Signed by:
Pooja Madnani
B4B0A03E36BC4A0...

By: _____
Signature

Authorized Signatory

Acceptance

I, **Nishanth Ganesh Sundaravadivelan**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Signed by:

588745BAD1694BC...

Signature _____ Date Jul 7, 2025

DELOITTE

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 10:19:44 -07:00

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Annexure A

Mr. Nishanth Ganesh Sundaravadivelan **Analyst**

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance1a & 1b	**11,867**	**142,404**
Leave Travel Allowance2	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card3	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium4	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

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Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Analyst	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

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Deloitte.

Nishanth Ganesh Sundaravadivelan **Bengaluru**

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **77, Divyasree Town Center, Amani Bellandur Kane Village, Varthur Hobli, Bengaluru, Bengaluru Urban, Karnataka 560037, India** (the "Employer") as **Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I

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represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

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e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect

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any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Bengaluru, Karnataka, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

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25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

Signed by:
For Deloitte Consulting India Private Limited
Pooja Madnani
B4B0A03E36BC4A0...
Pooja Madnani
Talent

Authorized Signatory

Effective as of **August 4, 2025**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Signed by:
588745BAD1694BC...

Nishanth Ganesh Sundaravadivelan

Signature Name

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 10:19:44 -07:00

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

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Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a*Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

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EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the *Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

	Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*
X	No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

Signed by:
588745BAD1694BC...
Signature

Jul 7, 2025
Date

Nishanth Ganesh Sundaravadivelan
Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Consulting India Private Limited

Signed by:
Pooja Madnani
B4B0A03E36BC4A0...

Pooja Madnani
Talent

Its: *Authorized Signatory*

Jul 7, 2025
Date

DELOITTE
Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 10:19:44 -07:00

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the*Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

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EXHIBIT C

Proceedings

[none, unless otherwise specified]

	Yes, I do have *Proceedings* to report
X	No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

Signed by:
588745BAD1694BC...

Signature	Name	Date
	Nishanth Ganesh Sundaravadivelan	Jul 7, 2025

for Registrar
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EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

	Yes, I do have Post-*Employment* Restrictions re: Clients
X	No, I do not have Post-*Employment* Restrictions re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Consulting India Private Limited

Signed by:
Pooja Madnani
B4B0A03E36BC4A0...

Pooja Madnani

Talent

Its: Authorized Signatory

Jul 7, 2025
Date

I have read and understood the above policy terms.

Signed by:
588745BAD1694BC...

Signature	Nishanth Ganesh Sundaravadivelan	Jul 7, 2025
	Name	Date

DELOITTE
Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 10:19:44 -07:00

An *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

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Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1.COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

2.NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

3.HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

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4.WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5.RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6.TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7.NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **90 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8.MISCONDUCT

Misconduct may include but is not limited to:

•Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
•Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
•Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
•Falsification or manipulation of Deloitte Time & Expense (DTE).
•Knowingly providing false statements, either verbally or in written form.
•Neglect of normal duties and functions.
•Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
•Continued discharge of work functions that do not meet the standards reasonably expected.
•Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
•Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

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•Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
•Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
•Engaging in any illegal activities.
•Workplace violence, including threats of physical violence.
•Corporate credit card delinquencies.
•Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
•Going on or abetting a strike in contravention of any law.
•Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
•Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
•Corruption, fraud, or misappropriation of funds.
•Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
•Excessive personal use of the Employer's telephone, fax or computer systems.
•Failure to adhere to applicable laws.
•Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **August 4, 2025**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Signed by:
588745BAD1694BC...

Signature

Nishanth Ganesh Sundaravadivelan

Name

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Deloitte.

Jul 7, 2025

Mr. Nishanth Ganesh Sundaravadivelan

No.3,F4, Sai-Lotus Apt, Kottivakkam Kuppam Beach Road, Kottivakkam,

Chennai, 600041

India

Training Agreement

Dear Nishanth Ganesh Sundaravadivelan:

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **August 4, 2025**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Consulting India Private Limited**

Signed by:
Pooja Madnani
B4B0A03E36BC4A0...

By: _____
Signature

Authorized Signatory

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Sanganer Airport, Jaipur-302029

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Deloitte.

Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Jul 7, 2025

Mr. Prateek Kasana
House No. 1319, Tej Vihar, Rohta Road Meerut,
Meerut, 250001
India

Subject: Offer of Employment

Dear Prateek Kasana:

On behalf of **Deloitte Consulting India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 4, 2025**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **August 4, 2025**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **August 4, 2025**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

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In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Prateek Kasana, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited
Best regards,

DocuSigned by:
By: Pooja Madnani
4FCBBA075B794CA...
Signature

Authorized Signatory

Acceptance

I, **Prateek Kasana**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Signed by:
Prateek Kasana
A50422C2393147D...
Signature

Jul 7, 2025
Date

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Sealed Time: 2025.07.07 10:04:44 -07:00

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Annexure A

Mr. Prateek Kasana **Analyst**

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

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Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

Employee Level - Analyst	[1a]*Communication Expenses* *Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.* **Rs./₹ 3,000/-** per month	[1b]*Fuel Expenses* *Petrol / Driver / Insurance / Repairs & Maintenance* **Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

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Deloitte.

Prateek Kasana **Hyderabad**

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India** (the "Employer") as **Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings*. Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I

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represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to*Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all*Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

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e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post-*Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post-*Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post-*Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect

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any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15, to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

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25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

DocuSigned by:
For Deloitte Consulting India Private Limited
Pooja Madnani
4FCBBA075B794CA...
Pooja Madnani
Talent

Authorized Signatory

Effective as of **August 4, 2025**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Signed by:
Prateek Kasana
A50422C2393147D...

Prateek Kasana

Signature Name

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 10:04:44 -07:00

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

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Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a*Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

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EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the *Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

	Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*
X	No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

Signed by:
Prateek Kasana
A50422C2393147D...

Signature

Jul 7, 2025

Date

Prateek Kasana

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Consulting India Private Limited

DocuSigned by:
Pooja Madnani
4FCBBA075B794CA...

Pooja Madnani
Talent

Its: *Authorized Signatory*

Jul 7, 2025

Date

DELOITTE

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 10:04:44 -07:00

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the*Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

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EXHIBIT C

Proceedings

[none, unless otherwise specified]

	Yes, I do have *Proceedings* to report
X	No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

Signed by:
Prateek Kasana
A50422C2393147D...

Signature	Name	Date
	Prateek Kasana	Jul 7, 2025

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

	Yes, I do have Post-*Employment* Restrictions re: Clients
X	No, I do not have Post-*Employment* Restrictions re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

DocuSigned by:
Pooja Madnani
4FCBBA075B794CA...

Pooja Madnani

Talent

Its: Authorized Signatory

Jul 7, 2025
Date

I have read and understood the above policy terms.

Signed by:
Prateek Kasana
A50422C2393147D...

Signature	Name	Date
	Prateek Kasana	Jul 7, 2025

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 10:04:44 -07:00

An *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

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Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1.COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

2.NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

3.HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

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4.WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5.RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6.TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7.NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **90 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8.MISCONDUCT

Misconduct may include but is not limited to:

•Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
•Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
•Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
•Falsification or manipulation of Deloitte Time & Expense (DTE).
•Knowingly providing false statements, either verbally or in written form.
•Neglect of normal duties and functions.
•Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
•Continued discharge of work functions that do not meet the standards reasonably expected.
•Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
•Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

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•Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
•Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
•Engaging in any illegal activities.
•Workplace violence, including threats of physical violence.
•Corporate credit card delinquencies.
•Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
•Going on or abetting a strike in contravention of any law.
•Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
•Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
•Corruption, fraud, or misappropriation of funds.
•Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
•Excessive personal use of the Employer's telephone, fax or computer systems.
•Failure to adhere to applicable laws.
•Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **August 4, 2025**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Signed by:
Prateek Kasana
A50422C2393147D...

Signature

Prateek Kasana

Name

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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Deloitte.

Jul 7, 2025

Mr. Prateek Kasana

House No. 1319, Tej Vihar, Rohta Road Meerut,

Meerut, 250001

India

Training Agreement

Dear Prateek Kasana:

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **August 4, 2025**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Consulting India Private Limited**

DocuSigned by:
Pooja Madnani
4FCBBA075B794CA...

By: _____
Signature

Authorized Signatory

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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Deloitte.

Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Jul 7, 2025

Mr. Pulkit Sharma
A24, Premnagar, Khatipora Road, Jhotwara,
Jaipur, 302012
India

Subject: Offer of Employment

Dear Pulkit Sharma:

On behalf of **Deloitte Consulting India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 4, 2025**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **August 4, 2025**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **August 4, 2025**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

for
Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Pulkit Sharma, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited
Best regards,

By: DocuSigned by: Pooja Madnani 4FCBBA075B794CA...
Signature

Authorized Signatory

Acceptance

I, **Pulkit Sharma**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

_____ _____
Signature Date

DELOITTE

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 09:29:42 -07:00

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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Annexure A

Mr. Pulkit Sharma **Analyst**

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance1a & 1b	**11,867**	**142,404**
Leave Travel Allowance2	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card3	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium4	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

for
Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Analyst	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

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Deloitte.

Pulkit Sharma **Hyderabad**

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India** (the "Employer") as **Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I

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represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

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e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect

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any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

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25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

DocuSigned by:
For Deloitte Consulting India Private Limited
Pooja Madnani
4FCBBA075B794CA...
Pooja Madnani
Talent

Authorized Signatory

Effective as of **August 4, 2025**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Pulkit Sharma

_____ _____

Signature Name

DELOITTE

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 09:29:42 -07:00

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

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Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a*Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

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EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the *Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

	Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*
X	No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

Pulkit Sharma

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Consulting India Private Limited

DocuSigned by:
Pooja Madnani
4FCBBA075B794CA...

Pooja Madnani
Talent

Its: Authorized Signatory

Jul 7, 2025
Date

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 09:29:42 -07:00

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the*Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

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EXHIBIT C

Proceedings

[none, unless otherwise specified]

	Yes, I do have *Proceedings* to report
X	No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	Pulkit Sharma _____	_____
Signature	Name	Date

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EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

	Yes, I do have Post-*Employment* Restrictions re: Clients
X	No, I do not have Post-*Employment* Restrictions re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Consulting India Private Limited

DocuSigned by:
Pooja Madnani
4FCBBA075B794CA...

Pooja Madnani

Talent

Its: Authorized Signatory

Jul 7, 2025
Date

I have read and understood the above policy terms.

Signature	Pulkit Sharma Name	Date

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 09:29:42 -07:00

An *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

for Registrar
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Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1.COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

2.NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

3.HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

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4.WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5.RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6.TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7.NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **90 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8.MISCONDUCT

Misconduct may include but is not limited to:

•Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
•Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
•Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
•Falsification or manipulation of Deloitte Time & Expense (DTE).
•Knowingly providing false statements, either verbally or in written form.
•Neglect of normal duties and functions.
•Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
•Continued discharge of work functions that do not meet the standards reasonably expected.
•Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
•Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

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•Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
•Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
•Engaging in any illegal activities.
•Workplace violence, including threats of physical violence.
•Corporate credit card delinquencies.
•Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
•Going on or abetting a strike in contravention of any law.
•Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
•Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
•Corruption, fraud, or misappropriation of funds.
•Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
•Excessive personal use of the Employer's telephone, fax or computer systems.
•Failure to adhere to applicable laws.
•Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **August 4, 2025**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

_____	Pulkit Sharma _____
Signature	Name

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Deloitte.

Jul 7, 2025

Mr. Pulkit Sharma

A24, Premnagar, Khatipora Road, Jhotwara,

Jaipur, 302012

India

Training Agreement

Dear Pulkit Sharma:

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **August 4, 2025**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Consulting India Private Limited**

DocuSigned by:
Pooja Madnani
4FCBBA075B794CA...

By: _____
Signature

Authorized Signatory

for Registrar
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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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Deloitte.

Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Jul 7, 2025

Ms. Sanchi Yadav
Aditya Awas, Kota,
Rajasthan, 324001
India

Subject: Offer of Employment

Dear Sanchi Yadav:

On behalf of **Deloitte Consulting India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 4, 2025**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **August 4, 2025**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **August 4, 2025**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

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In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. – 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Sanchi Yadav, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited
Best regards,

By: Signed by: Pooja Madnani B4B0A03E36BC4A0...
Signature

Authorized Signatory

Acceptance

I, **Sanchi Yadav**, hereby accept the terms and conditions of this employment offer. Please

sign and date your Acceptance

Signature

Jul 7, 2025
Date

DELOITTE
Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 10:07:11 -07:00

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Annexure A

Mr. Sanchi Yadav **Analyst**

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**17,500**	**210,000**
House Rent Allowance (HRA)	**8,750**	**105,000**
Special Allowance[1a & 1b]	**11,867**	**142,404**
Leave Travel Allowance[2]	**1,750**	**21,000**
Differential Allowance	**5,833**	**69,996**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**2,100**	**25,200**
Total Salary (in Rs.)	**50,000**	**600,000**
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium[4]	**3,014**	**36,167**

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10**% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

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[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

Employee Level - Analyst	*[1a]Communication Expenses* *Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.* **Rs./₹ 3,000/-** per month	*[1b]Fuel Expenses* *Petrol / Driver / Insurance / Repairs & Maintenance* **Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

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Deloitte.

Sanchi Yadav **Hyderabad**

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India** (the "Employer") as **Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I

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represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a*Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all*Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

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e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a*Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a*Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a*Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect

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any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my*Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

2 2 . Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

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25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

Signed by:
For Deloitte Consulting India Private Limited
Pooja Madnani
B4B0A03E36BC4A0...
Pooja Madnani
Talent

Authorized Signatory

Effective as of **August 4, 2025**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Sanchi Yadav

Signature Name

DELOITTE

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 10:07:11 -07:00

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

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Deloitte Entity, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

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EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the *Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

	Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*
X	No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

Jul 7, 2025

Signature Date

Sanchi Yadav

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Consulting India Private Limited

Signed by:
Pooja Madnani
B4B0A03E36BC4A0...

Pooja Madnani
Talent

Its: Authorized Signatory

Jul 7, 2025

Date

DELOITTE

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 10:07:11 -07:00

A n *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the*Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

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EXHIBIT C

Proceedings

[none, unless otherwise specified]

	Yes, I do have *Proceedings* to report
X	No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

	Sanchi Yadav	Jul 7, 2025
Signature	Name	Date

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EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

X No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

Signed by:
Pooja Madnani
B4B0A03E36BC4A0...

Pooja Madnani

Talent

Its: Authorized Signatory

Jul 7, 2025
Date

I have read and understood the above policy terms.

Signature	Sanchi Yadav	Jul 7, 2025
	Name	Date

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 10:07:11 -07:00

A n *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

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Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

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2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

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3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

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4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **90 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

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- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **August 4, 2025**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Signed by:
Abhishek Kaushik
4E6345F11C0B4FD...

Signature

Sanchi Yadav

Name

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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Deloitte.

Jul 7, 2025

Ms. Sanchi Yadav
Aditya Awas, Kota,
Rajasthan, 110085
India

Training Agreement

Dear Sanchi Yadav:

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **August 4, 2025**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.
We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Consulting India Private Limited**

Signed by:
Pooja Madnani
B4B0A03E36BC4A0...

By: _____
Signature

Authorized Signatory

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

14/04/2025

Anjali Purohit
808, Elanza Housing Society, Shrinathpuram-c
Kota
324010

Dear Anjali,

Welcome to IQVIA™
On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 86,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Analyst - 130}. You will be based in Gurugram, India (INGUR5, 42.5). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS COMPENSATION : INR ₹700,000.00

PROVIDENT FUND : **INR** 33600

FIXED COST TO COMPANY : **INR** 733,600

ANNUAL INCENTIVE PAY TARGET* : **INR** 70000

TOTAL COST TO COMPANY : INR 803,600

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ANNUAL INCENTIVE PAY TARGET*
You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in

which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

You will be required to work in shifts as per the company requirements.

BENEFITS:

- Gratuity: The eligibility and amount of this benefit is as per the applicable laws.
- Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.

- Group Mediclaim: Employee and family members are covered as per prevailing Company Policy.
- Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.

This offer is contingent upon your successful completion of your current degree. You are required to produce the original pass certificate/ mark sheet by the end of your probation period certifying that you have successfully completed the degree, failing which the company may, in its sole discretion, elect to terminate or suspend your employment immediately.

You will be participating in "Quintiles Certified Professional "(QCP) program which would be sponsored by Quintiles and delivered at Gurugram, India (INGUR5, 42.5).

Please note that this offer is contingent upon you clearing the assessment under the QCP program

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Ullas KS
Director, Talent Acquisition Team

for
Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

For IQVIA Analytics Services Private Limited (IN03)

Joining Date: 21-Apr-2025

signHere1

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The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029



Registered Office
IQVIA Analytics Services Private Limited
(Formerly Known as IMS HEALTH ANALYTICS SERVICES Pvt Ltd)
CIN: U74140KA2003PTC032950
Omega, Embassy TechSquare, Kadubeesanahalli Marathahalli-
Sarjapur Outer Ring Road. Bangalore - 560103
www.iqvia.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 21-Apr-2025 is made and entered by {IQVIA Analytics Services Private Limited (IN03)} (hereinafter "IQVIA" and Anjali Purohit, AGED ({26} (DOB: {22-Oct-1998}), [S-D]/o {Anil Kumar Purohit} having Aadhar No. {2194 2661 3491} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Analyst and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

1. **EMPLOYMENT** IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. **NATURE OF EMPLOYMENT** This Executive shall serve as a Analyst and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.

2.3 This Executive's base of operation shall be Gurugram, India (INGUR5, 42.5) subject to business travel as may be

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necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. **COMPENSATION**

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. ₹700,000.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

4. **TERM OF EMPLOYMENT**

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:

(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and

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(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari pasu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

(i) your performance of your job in an unsatisfactory manner, as determined by the Company;

(ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;

(iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;

(iv) your misconduct, violation of any law classified as a felony or dishonesty; or

(v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").

Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any body-corporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the

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Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

5. **COMPENSATION AND BENEFITS UPON TERMINATION**

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.

5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.5, liquidated damages in an amount equal to the Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

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5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive's ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. **IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES**

6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:

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(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company;

(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the

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issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.

6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. **RELEASE** Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

8. **EMPLOYEE REPRESENTATIONS**

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not (i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.

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(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

(i) Gain unauthorized access to the computer system or computer network; or
(ii) Download, copy or extract any information or data from such system; or
(iii) Introduce any harmful code; or
(iv) Cause any damage to the system or network; or
(v) Cause the non-functioning or malfunctioning of any system or network; or
(vi) Cause denial of access to any authorized person to the system or network; or
(vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
(viii) Tamper or manipulate any system or network with the object of operating the account of another person; or
(ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or
(x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.

(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA confidential information shall include, but not limited to:

(i) IQVIA data and databases.
(ii) Statistical methodologies, computer software and documentation.
(iii) Information about employees (including compensation, benefits and performance reviews).
(iv) Lists of customers and prospective customers.
(v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
(vi) Methods of doing business and business processes.

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(vii) Financial information relating to the performance of the Company.
(viii) Internal policies accessible only to employees during employment.
(ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.

(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and

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obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. **NOTICES** All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:
If to the Executive, to: Executive's Residential Address
Anjali Purohit
808, Elanza Housing Society, Shrinathpuram-c
Kota
India
324010

If to the Company, to:
IQVIA
OFFICE OF GENERAL COUNSEL,
Omega Embassy TechSquare
Marathahalli- Sarjapur Outer Ring Road
Kadubeesanahalli
Bangalore 560103
Office: + 91 80 3769 0000/0100
Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. **WAIVER OF BREACH** The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.

11. **ENTIRE AGREEMENT** Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other

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understandings and agreements, oral or written, between the parties with respect to the subject matter of this Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. **SEVERABILITY** If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. **PARTIES BOUND** The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.

14. **GOVERNING LAW** This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

signHere1

For and on behalf of
IQVIA Analytics Services Private Limited (IN03)

Ullas KS
Director, Talent Acquisition Team

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

14/04/2025

Anurag Chakraborty
P-90,Sec-A;Lane-4;
Metropolitan Coop Housing Society Limited,
Canal South Road
Kolkata
700105

Dear Anurag,

Welcome to IQVIA™
On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 86,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Analyst - 130}. You will be based in Bangalore, India (INBGL1, 42.5, Omega). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS COMPENSATION : INR ₹7,00,000.00

PROVIDENT FUND : **INR** 33600

FIXED COST TO COMPANY : **INR** 733,600

ANNUAL INCENTIVE PAY TARGET* : **INR** 70000

TOTAL COST TO COMPANY : INR 803,600

ANNUAL INCENTIVE PAY TARGET*

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

You will be required to work in shifts as per the company requirements.

BENEFITS:

- Gratuity: The eligibility and amount of this benefit is as per the applicable laws.
- Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.

- Group Mediclaim: Employee and family members are covered as per prevailing Company Policy.
- Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.

This offer is contingent upon your successful completion of your current degree. You are required to produce the original pass certificate/ mark sheet by the end of your probation period certifying that you have successfully completed the degree, failing which the company may, in its sole discretion, elect to terminate or suspend your employment immediately.

You will be participating in "Quintiles Certified Professional "(QCP) program which would be sponsored by Quintiles and delivered at Bangalore, India (INBGL1, 42.5, Omega).

Please note that this offer is contingent upon you clearing the assessment under the QCP program

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Ullas KS
Director, Talent Acquisition Team

For IQVIA Analytics Services Private Limited (IN03)

Joining Date: 21-Apr-2025

signHere1

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029



Registered Office
IQVIA Analytics Services Private Limited
(Formerly Known as IMS HEALTH ANALYTICS SERVICES Pvt Ltd)
CIN: U74140KA2003PTC032950
Omega, Embassy TechSquare, Kadubeesanahalli Marathahalli-
Sarjapur Outer Ring Road. Bangalore - 560103
www.iqvia.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 21-Apr-2025 is made and entered by {IQVIA Analytics Services Private Limited (IN03)} (hereinafter "IQVIA" and Anurag Chakraborty, AGED ({26} (DOB: {11 Jan 1999}), [S-D]/o {Alok Kumar Chakrobarty} having Aadhar No. {6592 7336 8349} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Analyst and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

1. **EMPLOYMENT** IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. **NATURE OF EMPLOYMENT** This Executive shall serve as a Analyst and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.

2.3 This Executive's base of operation shall be Bangalore, India (INBGL1, 42.5, Omega) subject to business travel as

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may be necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. **COMPENSATION**

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. ₹7,00,000.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

4. **TERM OF EMPLOYMENT**

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:

(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and

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(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari pasu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

(i) your performance of your job in an unsatisfactory manner, as determined by the Company;

(ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;

(iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;

(iv) your misconduct, violation of any law classified as a felony or dishonesty; or

(v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").

Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any body-corporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the

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Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

5. **COMPENSATION AND BENEFITS UPON TERMINATION**

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.

5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.5, liquidated damages in an amount equal to the Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

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5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive's ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. **IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES**

6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:

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(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company;

(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the

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issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.

6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. **RELEASE** Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

8. **EMPLOYEE REPRESENTATIONS**

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not (i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.

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(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

(i) Gain unauthorized access to the computer system or computer network; or
(ii) Download, copy or extract any information or data from such system; or
(iii) Introduce any harmful code; or
(iv) Cause any damage to the system or network; or
(v) Cause the non-functioning or malfunctioning of any system or network; or
(vi) Cause denial of access to any authorized person to the system or network; or
(vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
(viii) Tamper or manipulate any system or network with the object of operating the account of another person; or
(ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or
(x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.

(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA confidential information shall include, but not limited to:

(i) IQVIA data and databases.
(ii) Statistical methodologies, computer software and documentation.
(iii) Information about employees (including compensation, benefits and performance reviews).
(iv) Lists of customers and prospective customers.
(v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
(vi) Methods of doing business and business processes.

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(vii) Financial information relating to the performance of the Company.
(viii) Internal policies accessible only to employees during employment.
(ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.

(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and

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obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. **NOTICES** All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:
If to the Executive, to: Executive's Residential Address
Anurag Chakraborty
P-90,Sec-A;Lane-4;
Metropolitan Coop Housing Society Limited,
Canal South Road
Kolkata
India
700105

If to the Company, to:
IQVIA
OFFICE OF GENERAL COUNSEL,
Omega Embassy TechSquare
Marathahalli- Sarjapur Outer Ring Road
Kadubeesanahalli
Bangalore 560103
Office: + 91 80 3769 0000/0100
Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. **WAIVER OF BREACH** The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.

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11. **ENTIRE AGREEMENT** Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other understandings and agreements, oral or written, between the parties with respect to the subject matter of this Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. **SEVERABILITY** If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. **PARTIES BOUND** The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.

14. **GOVERNING LAW** This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

signHere1

For and on behalf of
IQVIA Analytics Services Private Limited (IN03)

Ullas KS
Director, Talent Acquisition Team

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

15/04/2025

Arnab Basak
A 402, SUKUN RESIDENCY,
NEW C G ROAD, CHANDKHEDA,
AHMEDABAD
382424

Dear Arnab,

Welcome to IQVIA™
On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 86,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Analyst - 130}. You will be based in Gurugram, India (INGUR5, 42.5). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS COMPENSATION : INR ₹700,000.00

PROVIDENT FUND : **INR** 33600

FIXED COST TO COMPANY : **INR** 733,600

ANNUAL INCENTIVE PAY TARGET* : **INR** 70000

TOTAL COST TO COMPANY : INR 803,600

ANNUAL INCENTIVE PAY TARGET*
You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later

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date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

BENEFITS:

- Gratuity: The eligibility and amount of this benefit is as per the applicable laws.
- Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.

- Group Mediclaim: Employee and family members are covered as per prevailing Company Policy.
- Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.

This offer is contingent upon your successful completion of your current degree. You are required to produce the original pass certificate/ mark sheet by the end of your probation period certifying that you have successfully completed the degree, failing which the company may, in its sole discretion, elect to terminate or suspend your employment immediately.

You will be participating in "Quintiles Certified Professional "(QCP) program which would be sponsored by Quintiles and delivered at Gurugram, India (INGUR5, 42.5).

Please note that this offer is contingent upon you clearing the assessment under the QCP program

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Ullas KS
Director, Talent Acquisition Team

For IQVIA Analytics Services Private Limited (IN03)

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Joining Date: 21-Apr-2025

signHere1

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Registered Office
IQVIA Analytics Services Private Limited
(Formerly Known as IMS HEALTH ANALYTICS SERVICES Pvt Ltd)
CIN: U74140KA2003PTC032950
Omega, Embassy TechSquare, Kadubeesanahalli Marathahalli-
Sarjapur Outer Ring Road. Bangalore - 560103
www.iqvia.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 21-Apr-2025 is made and entered by {IQVIA Analytics Services Private Limited (IN03)} (hereinafter "IQVIA" and Arnab Basak, AGED ({24} (DOB: {September 16, 2000}), [S-D]/o {Anirban Basak} having Aadhar No. {765565087480} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Analyst and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

1. **EMPLOYMENT** IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. **NATURE OF EMPLOYMENT** This Executive shall serve as a Analyst and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.

2.3 This Executive's base of operation shall be Gurugram, India (INGUR5, 42.5) subject to business travel as may be

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necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. **COMPENSATION**

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. ₹700,000.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

4. **TERM OF EMPLOYMENT**

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:

(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and

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(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari pasu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

(i) your performance of your job in an unsatisfactory manner, as determined by the Company;

(ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;

(iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;

(iv) your misconduct, violation of any law classified as a felony or dishonesty; or

(v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").

Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any body-corporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the

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Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

5. **COMPENSATION AND BENEFITS UPON TERMINATION**

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.

5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.5, liquidated damages in an amount equal to the Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

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5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive's ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. **IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES**

6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:

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(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company;

(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the

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issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.

6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. **RELEASE** Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

8. **EMPLOYEE REPRESENTATIONS**

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not (i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.

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(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

(i) Gain unauthorized access to the computer system or computer network; or
(ii) Download, copy or extract any information or data from such system; or
(iii) Introduce any harmful code; or
(iv) Cause any damage to the system or network; or
(v) Cause the non-functioning or malfunctioning of any system or network; or
(vi) Cause denial of access to any authorized person to the system or network; or
(vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
(viii) Tamper or manipulate any system or network with the object of operating the account of another person; or
(ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or
(x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.

(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA confidential information shall include, but not limited to:

(i) IQVIA data and databases.
(ii) Statistical methodologies, computer software and documentation.
(iii) Information about employees (including compensation, benefits and performance reviews).
(iv) Lists of customers and prospective customers.
(v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
(vi) Methods of doing business and business processes.

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(vii) Financial information relating to the performance of the Company.
(viii) Internal policies accessible only to employees during employment.
(ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.

(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and

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obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. **NOTICES** All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:
If to the Executive, to: Executive's Residential Address
Arnab Basak
A 402, SUKUN RESIDENCY,
NEW C G ROAD, CHANDKHEDA,
AHMEDABADIndia
382424

If to the Company, to:
IQVIA
OFFICE OF GENERAL COUNSEL,
Omega Embassy TechSquare
Marathahalli- Sarjapur Outer Ring Road
Kadubeesanahalli
Bangalore 560103
Office: + 91 80 3769 0000/0100
Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. **WAIVER OF BREACH** The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.

11. **ENTIRE AGREEMENT** Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other

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understandings and agreements, oral or written, between the parties with respect to the subject matter of this Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. **SEVERABILITY** If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. **PARTIES BOUND** The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.

14. **GOVERNING LAW** This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

signHere1

For and on behalf of
IQVIA Analytics Services Private Limited (IN03)

Ullas KS
Director, Talent Acquisition Team

for
Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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APPOINTMENT-CUM-OFFER LETTER

Date: February 25th, 2025

Girish Sengar,

S/O Dilip Singh Sengar
Moti Nagar Pusad, Dist : Yavatmal
Pin code : 445204 State : Maharashtra

Dear Girish,

With reference to your application and subsequent interview, we are pleased to confirm your appointment with Unthinkable Solutions LLP as Junior Associate – Account Management in Business Development Department w.e.f. **10th March 2025** at 6th Floor, Metropolis Mall, Industrial Area, Hisar, Haryana 125005. Your reporting location will be shared subsequently with your prior your joining date. Your reporting officer is **Mr Shubham Saraswat (Associate Manager- Account Management).** Please be advised that this engagement is subject to prevailing terms of employment of the company and you may be shifted to any other office/ location/ development center/ client location etc as per business needs and requirement. Your working schedule will be 5 days in a week.

You will be under a probation period of 06 months during which either party can terminate the engagement by prior written notice of 15 days. Based upon your performance, your probation period can be extended or reduced at the company's sole discretion. Any extension or reduction in the probation period will be duly notified by the Human Resource Department,

You will be issued a separate confirmation letter once your probation period ends. Thereafter, the engagement may be terminated by either party by a prior written notice of 90 days with or without assigning reason(s). In computing the length of notice, all or any leave availed by you after giving notice shall be excluded.

Your appointment is subject to the conditions that:

- your testimonials furnished to the Company are true and correct and nothing material has been concealed therein, and
- you are free from all or any pre-existing contractual obligations that may have the effect of curbing you from accepting this offer and extending your full time services to our company.

The service benefits accruing to you are specified in the enclosed annexure subject to statutory and other deductions, if required for the purposes of satisfaction of any debt or other liability incurred by you in connection with your engagement, and any variation in designation or increase in salary or other benefits would take effect as if the same were a term hereof and specifically provided for herein.

Please sign return each page of this letter and each page of the enclosures confirming your acceptance thereto and joining on the commencement date. If you do not so return this letter along with its enclosures within 2 days of receipt or after such return do not report on the joining date, this offer will be deemed to have been withdrawn without further notice.

Upon joining, you will be required to furnish to your reporting officer a filled-in and signed copy of the enclosed Joining Report along with documents requested therein.

Wishing you a long and fruitful stay.

For Unthinkable Solutions LLP,

Authorized Signatory

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Unthinkable Solutions LLP

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Annexure-I

Salary Structure: With effect from your joining date, you will be entitled to an overall CTC as per the following breakup **for one year.**
Yearly Package CTC- INR 800002`

Designation	**Junior Associate- Account Management**		**Department- Business Development**	
Grade	**L-2**			
	Monthly	**Half Yearly**	**Monthly**	**Half Yearly**
Basic	21001	126006	22001	132006
HRA	10501	63006	11001	66006
Transport Allowance	1600	9600	1600	9600
Special Allowance	3561	21366	11182	67092
Cab Allowance	3000	18000	3000	18000
Gratuity	1010	6060	1056	6336
Health Insurance	577	3462	577	3462
Total Salary	**41250**	**247500**	**50417**	**302502**
Total CTC	**550002**			
Annual Sales Incentive*	**250000**			
Total CTC	**800002**			

Fixed Salary: It is the monthly gross salary inclusive of Basic, HRA and other allowances.

Sales incentive: You are entitled for variable on the first receipt from every new Client being acquired you. The formula of incentive calculation will be shared by your reporting manager at the time of your onboarding process in the team. The above defined Performance Variable may be exceeded in case you over achieve your target as discussed and informed by your reporting manager

Tax deduction: Employee hereby agrees that it is the Employee's responsibility to duly fill and submit the Income Tax Declaration (through physical mode to Accounts Department and through online mode vide Organisation's ERP) consequent to Employee's annual CTC falling under tax deduction bracket as per Tax Slabs.
Further, Employee undertakes to submit the acceptable investment/ tax saving proofs as per the income tax declaration on or before Mid of February of every Financial year to the Accounts department of the Organisation.
Further, Employee agrees that in case of failure of timely submission of suitable investment/ tax saving proofs, tax deduction irrespective of tax declaration components shall take place from the upcoming remuneration pertaining to the respective Financial Year.
For more information on the Tax slabs and Tax rates, please refer to the Tax Guidance Document under the policy section at Wiki HR.

Health Insurance: You will be enrolled under the Employee Group Health Insurance scheme. Under this scheme you willget a family (Spouse + 02 dependent kids) floater cover of INR 03 lakhs per annum.

EPF of the employee is deducted from the monthly salary and is reflected in the salary slip

Leaves adjustment against notice period:

- Earned Leave(s) availment during the notice period will only be allowed if approved in writing by the reporting manager.
- Accrued earned leave(s) cannot be adjusted against the notice period unless otherwise approved by the Management basis written recommendation of the reporting manager only. Any earned leaves availed during the notice period will lead to the extension of notice period to the extent of the leaves taken.

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Other Reimbursements: For all official tours which you may be required to undertake, you will be entitled to reimbursement of allowances/expenses for traveling, food, boarding/lodging and other incidental expenses, as applicable, in accordance with our Organisation's rules. Further, you would be entitled to all such benefits and incentives

- performance linked or otherwise - as may be granted by us from time to time in line with the policy framed in this regard.

Note: If you avail parking facility provided by the Organisation, charges will be deducted as applicable.



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Annexure-II

Work Model	Work From Office
Work Location	Gurgaon
Work days	Monday-Friday

Work from Office: Employee is required to work from office premises/ client premises as the case may be. Any situational flexibility to work from home has to be approved in writing from the Reporting Manager for reasons recorded in writing

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26th September 2024

Mr. Harsh Yadav
Jaipur, Rajasthan
Pin Code - 302020

Letter of Intent

Dear Harsh,

Namaste!

Pursuant to your candidature being found suitable in the selection process, we are pleased to inform that you have been selected as **Management Trainee – Materials (Supply Chain)** at **Apollomedics Super Speciality Hospitals, Lucknow**, as per the mutually agreed upon **'Terms & Conditions'** and indicated in this **Letter of Intent.**

You are requested to join us **on or before 03/03/2025** after which this offer shall stands withdrawn.

This offer is subject to your reference check, including background verification and successful clearance of mandatory education requirements being found satisfactory. A detailed **Letter of Appointment**, elaborating the **Terms & Conditions** will be issued to you upon joining the organization, completing the necessary documentation(s) and having found **Fit to Join** in your pre–employment health check–up with us.

You are requested to submit the following at the time of your joining and carry originals for verification:

- **Passport size photographs** of **Self** *[1No(s).]*, **Spouse** *(01 No.)* and **Dependents** *(01 each).*
- **Relieving / Work Experience Letter** from immediate and past employers.
- **Academic & Professional Qualification**(s) certificates.
- **Proof of Date of Birth** *(Class X Passing or Birth Certificate).*
- **Proof of Address** *(Any Govt. issued Photo ID with Address, for e.g., AADHAR CARD / Passport / Driving License).*
- **AADHAR CARD & PAN CARD.**
- Latest **Appraisal Letter** with **CTC Annexure** & **03 Months Pay Slips** in support of last drawn salary.

Your services are liable to be transferred at the sole discretion of organization, in such other capacity as the company may determine, to any department / vertical / section, location, sister concern or subsidiary. As a token of having accepted this offer, kindly sign the duplicate copy of this letter and return the same.

We look forward for having a long and mutually beneficial association.

Thanks & Warm Regards.

Yours sincerely,
for **Apollomedics Super Speciality Hospitals,**
[a venture of Apollomedics International Lifesciences Limited & an **AHEL Group Hospital]**

Mr. Deepak Sachdeva
Deputy General Manager
Human Resources

for Registrar
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SALARY ANNEXURE

Name: Harsh Yadav
Designation: Management Trainee
Department: Materials (Supply Chain)

Salary Components	Per Month (INR)	Per Annum (INR)
Basic Salary	25,729	3,08,750
House Rent Allowance	12,865	1,54,375
Children Education Allowance	200	2,400
Other Allowance	6,887	82,644
Sub Total (A)	**45,681**	**5,48,169**
Reimbursements		
Telephone Reimbursement	1,000	12,000
Sub Total (B)	1,000	12,000
Insurance Premium (Employer's Contribution)		
Mediclaim (Premium)	1,416	16,992
Personal Accident Insurance (Premium)	98	1,176
Group Term Insurance (Premium)	226	2,712
Sub Total (C)	1,740	20,880
Statutory Components		
Provident Fund (12% of Basic)	1,800	21,600
Gratuity (4.81% of Basic)	1,238	14,851
Sub Total (D)	**3,038**	**36,451**
Fixed Cost to Company (FCTC)	**51,458**	**6,17,500**
Performance Linked Variable Pay (PLVP)	2,708	32,500
Salary (Sum A+B+C+D)	**54,167**	**6,50,000**
** Special Bonus (Onetime post completion of one year)		1,50,000
Total Cost to Company - (TCTC)		**8,00,000**

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15/04/2025

Richa Singh
Gangalhari Complex,
Kasavanhalli,Bengaluru
560035

Dear Richa,

Welcome to IQVIA™
On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 86,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Analyst - 130}. You will be based in Bangalore, India (INBGL1, 42.5, Omega). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS COMPENSATION : INR ₹7,00,000.00

PROVIDENT FUND : **INR** 33600

FIXED COST TO COMPANY : **INR** 733,600

ANNUAL INCENTIVE PAY TARGET* : **INR** 70000

TOTAL COST TO COMPANY : INR 803,600

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ANNUAL INCENTIVE PAY TARGET*
You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in

which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

You will be required to work in shifts as per the company requirements.

BENEFITS:

- Gratuity: The eligibility and amount of this benefit is as per the applicable laws.
- Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.

- Group Mediclaim: Employee and family members are covered as per prevailing Company Policy.
- Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.

This offer is contingent upon your successful completion of your current degree. You are required to produce the original pass certificate/ mark sheet by the end of your probation period certifying that you have successfully completed the degree, failing which the company may, in its sole discretion, elect to terminate or suspend your employment immediately.

You will be participating in "Quintiles Certified Professional "(QCP) program which would be sponsored by Quintiles and delivered at Bangalore, India (INBGL1, 42.5, Omega).

Please note that this offer is contingent upon you clearing the assessment under the QCP program

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Ullas KS
Director, Talent Acquisition Team

for
Registrar
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For IQVIA Analytics Services Private Limited (IN03)

Joining Date: 21-Apr-2025

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Registered Office
IQVIA Analytics Services Private Limited
(Formerly Known as IMS HEALTH ANALYTICS SERVICES Pvt Ltd)
CIN: U74140KA2003PTC032950
Omega, Embassy TechSquare, Kadubeesanahalli Marathahalli-
Sarjapur Outer Ring Road. Bangalore - 560103
www.iqvia.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 21-Apr-2025 is made and entered by {IQVIA Analytics Services Private Limited (IN03)} (hereinafter "IQVIA" and Richa Singh, AGED ({26} (DOB: {12-Dec-1998}), [S-D]/o {Binay Kumar Batsa} having Aadhar No. {7949 6668 6957} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Analyst and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

1. **EMPLOYMENT** IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. **NATURE OF EMPLOYMENT** This Executive shall serve as a Analyst and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.

2.3 This Executive's base of operation shall be Bangalore, India (INBGL1, 42.5, Omega) subject to business travel as

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may be necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. **COMPENSATION**

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. ₹7,00,000.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

4. **TERM OF EMPLOYMENT**

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:

(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and

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(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari pasu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

(i) your performance of your job in an unsatisfactory manner, as determined by the Company;

(ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;

(iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;

(iv) your misconduct, violation of any law classified as a felony or dishonesty; or

(v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").

Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any body-corporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the

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Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

5. **COMPENSATION AND BENEFITS UPON TERMINATION**

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.

5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.5, liquidated damages in an amount equal to the Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

for
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5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive's ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. **IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES**

6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:

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(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company;

(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the

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issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.

6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. **RELEASE** Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

8. **EMPLOYEE REPRESENTATIONS**

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not (i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.

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(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

(i) Gain unauthorized access to the computer system or computer network; or
(ii) Download, copy or extract any information or data from such system; or
(iii) Introduce any harmful code; or
(iv) Cause any damage to the system or network; or
(v) Cause the non-functioning or malfunctioning of any system or network; or
(vi) Cause denial of access to any authorized person to the system or network; or
(vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
(viii) Tamper or manipulate any system or network with the object of operating the account of another person; or
(ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or
(x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.

(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA confidential information shall include, but not limited to:

(i) IQVIA data and databases.
(ii) Statistical methodologies, computer software and documentation.
(iii) Information about employees (including compensation, benefits and performance reviews).
(iv) Lists of customers and prospective customers.
(v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
(vi) Methods of doing business and business processes.

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(vii) Financial information relating to the performance of the Company.
(viii) Internal policies accessible only to employees during employment.
(ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.

(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and

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obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. **NOTICES** All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:
If to the Executive, to: Executive's Residential Address
Richa Singh
Gangalhari Complex,
Kasavanhalli,Bengaluru
India
560035

If to the Company, to:
IQVIA
OFFICE OF GENERAL COUNSEL,
Omega Embassy TechSquare
Marathahalli- Sarjapur Outer Ring Road
Kadubeesanahalli
Bangalore 560103
Office: + 91 80 3769 0000/0100
Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. **WAIVER OF BREACH** The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.

11. **ENTIRE AGREEMENT** Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other

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understandings and agreements, oral or written, between the parties with respect to the subject matter of this Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. **SEVERABILITY** If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. **PARTIES BOUND** The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.

14. **GOVERNING LAW** This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

signHere1

For and on behalf of
IQVIA Analytics Services Private Limited (IN03)

Ullas KS
Director, Talent Acquisition Team

for
Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

26/06/2025

Ritik Johari
17/D 625, Vasundhara,
Ghaziabad- 201012
Uttar Pradesh

Dear Ritik,

Welcome to IQVIA™
On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 86,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Analyst - 130}. You will be based in Gurugram, India (INGUR5, 42.5). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS COMPENSATION : INR ₹7,00,000.00

PROVIDENT FUND : INR 33600

FIXED COST TO COMPANY : INR 733,600

ANNUAL INCENTIVE PAY TARGET* : INR 70000

TOTAL COST TO COMPANY : INR 803,600

ANNUAL INCENTIVE PAY TARGET*
You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later

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date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

BENEFITS:

- Gratuity: The eligibility and amount of this benefit is as per the applicable laws.
- Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.

- Group Mediclaim: Employee and family members are covered as per prevailing Company Policy.
- Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.

This offer is contingent upon your successful completion of your current degree. You are required to produce the original pass certificate/ mark sheet by the end of your probation period certifying that you have successfully completed the degree, failing which the company may, in its sole discretion, elect to terminate or suspend your employment immediately.

You will be participating in "Quintiles Certified Professional "(QCP) program which would be sponsored by Quintiles and delivered at Gurugram, India (INGUR5, 42.5).

Please note that this offer is contingent upon you clearing the assessment under the QCP program

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Ullas KS
Director, Talent Acquisition Team

For IQVIA Analytics Services Private Limited (IN03)

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Sanganer Airport, Jaipur-302029

Joining Date: 14-Jul-2025

signHere1

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Sanganer Airport, Jaipur-302029



Registered Office
IQVIA Analytics Services Private Limited
(Formerly Known as IMS HEALTH ANALYTICS SERVICES Pvt Ltd)
CIN: U74140KA2003PTC032950
Omega, Embassy TechSquare, Kadubeesanahalli Marathahalli-
Sarjapur Outer Ring Road. Bangalore - 560103
www.iqvia.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 14-Jul-2025 is made and entered by {IQVIA Analytics Services Private Limited (IN03)} (hereinafter "IQVIA" and Ritik Johari, AGED ({25} (DOB: {30-Sept-2000}), [S-D]/o {Amit Kumar Johari} having Aadhar No. {841695312866} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Analyst and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

1. **EMPLOYMENT** IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. **NATURE OF EMPLOYMENT** This Executive shall serve as a Analyst and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.

2.3 This Executive's base of operation shall be Gurugram, India (INGUR5, 42.5) subject to business travel as may be

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necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. COMPENSATION

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. ₹7,00,000.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

4. TERM OF EMPLOYMENT

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:

(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and

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(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari pasu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

(i) your performance of your job in an unsatisfactory manner, as determined by the Company;

(ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;

(iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;

(iv) your misconduct, violation of any law classified as a felony or dishonesty; or

(v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").

Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any body-corporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the

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Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

5. COMPENSATION AND BENEFITS UPON TERMINATION

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.

5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.5, liquidated damages in an amount equal to the Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

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5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive's ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES

6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:

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(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company;

(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the

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issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.

6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. RELEASE Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

8. EMPLOYEE REPRESENTATIONS

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not (i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.

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(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

(i) Gain unauthorized access to the computer system or computer network; or
(ii) Download, copy or extract any information or data from such system; or
(iii) Introduce any harmful code; or
(iv) Cause any damage to the system or network; or
(v) Cause the non-functioning or malfunctioning of any system or network; or
(vi) Cause denial of access to any authorized person to the system or network; or
(vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
(viii) Tamper or manipulate any system or network with the object of operating the account of another person; or
(ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or
(x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.

(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA confidential information shall include, but not limited to:

(i) IQVIA data and databases.
(ii) Statistical methodologies, computer software and documentation.
(iii) Information about employees (including compensation, benefits and performance reviews).
(iv) Lists of customers and prospective customers.
(v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
(vi) Methods of doing business and business processes.

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(vii) Financial information relating to the performance of the Company.
(viii) Internal policies accessible only to employees during employment.
(ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.

(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and

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obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. NOTICES All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:
If to the Executive, to: Executive's Residential Address
Ritik Johari
17/D 625, Vasundhara,
Ghaziabad- 201012
Uttar Pradesh
India

If to the Company, to:
IQVIA
OFFICE OF GENERAL COUNSEL,
Omega Embassy TechSquare
Marathahalli- Sarjapur Outer Ring Road
Kadubeesanahalli
Bangalore 560103
Office: + 91 80 3769 0000/0100
Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. WAIVER OF BREACH The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.

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11. ENTIRE AGREEMENT Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other understandings and agreements, oral or written, between the parties with respect to the subject matter of this Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. SEVERABILITY If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. PARTIES BOUND The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.

14. GOVERNING LAW This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

signHere1

For and on behalf of
IQVIA Analytics Services Private Limited (IN03)

Ullas KS
Director, Talent Acquisition Team

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

14/04/2025

Shikha Sharma
A-710, PLOT-6a,
NAV NIRMAN APPARTMENT,
SECTOR 2, DWARKA,
New Delhi
110075

Dear Shikha,

Welcome to IQVIA™
On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 86,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Analyst - 130}. You will be based in Bangalore, India (INBGL1, 42.5, Omega). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS COMPENSATION : INR ₹7,00,000.00

PROVIDENT FUND : **INR** 33600

FIXED COST TO COMPANY : **INR** 733,600

ANNUAL INCENTIVE PAY TARGET* : **INR** 70000

TOTAL COST TO COMPANY : INR 803,600

ANNUAL INCENTIVE PAY TARGET*

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You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

BENEFITS:

- Gratuity: The eligibility and amount of this benefit is as per the applicable laws.
- Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.

- Group Mediclaim: Employee and family members are covered as per prevailing Company Policy.
- Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.

This offer is contingent upon your successful completion of your current degree. You are required to produce the original pass certificate/ mark sheet by the end of your probation period certifying that you have successfully completed the degree, failing which the company may, in its sole discretion, elect to terminate or suspend your employment immediately.

You will be participating in "Quintiles Certified Professional "(QCP) program which would be sponsored by Quintiles and delivered at Bangalore, India (INBGL1, 42.5, Omega).

Please note that this offer is contingent upon you clearing the assessment under the QCP program

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Ullas KS
Director, Talent Acquisition Team

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

For IQVIA Analytics Services Private Limited (IN03)

Joining Date: 21-Apr-2025

signHere1

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Registered Office
IQVIA Analytics Services Private Limited
(Formerly Known as IMS HEALTH ANALYTICS SERVICES Pvt Ltd)
CIN: U74140KA2003PTC032950
Omega, Embassy TechSquare, Kadubeesanahalli Marathahalli-
Sarjapur Outer Ring Road. Bangalore - 560103
www.iqvia.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 21-Apr-2025 is made and entered by {IQVIA Analytics Services Private Limited (IN03)} (hereinafter "IQVIA" and Shikha Sharma, AGED ({30} (DOB: {Sunday, December 4, 1994}), [S-D]/o {Prem Kant Sharma} having Aadhar No. {294899998590} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Analyst and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

1. **EMPLOYMENT** IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. **NATURE OF EMPLOYMENT** This Executive shall serve as a Analyst and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.

2.3 This Executive's base of operation shall be Bangalore, India (INBGL1, 42.5, Omega) subject to business travel as

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may be necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. **COMPENSATION**

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. ₹7,00,000.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

4. **TERM OF EMPLOYMENT**

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:

(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and

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(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari pasu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

(i) your performance of your job in an unsatisfactory manner, as determined by the Company;

(ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;

(iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;

(iv) your misconduct, violation of any law classified as a felony or dishonesty; or

(v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").

Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any body-corporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the

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Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

5. **COMPENSATION AND BENEFITS UPON TERMINATION**

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.

5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.5, liquidated damages in an amount equal to the Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

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5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive's ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. **IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES**

6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:

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(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company;

(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the

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issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.

6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. **RELEASE** Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

8. **EMPLOYEE REPRESENTATIONS**

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not (i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.

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(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

(i) Gain unauthorized access to the computer system or computer network; or
(ii) Download, copy or extract any information or data from such system; or
(iii) Introduce any harmful code; or
(iv) Cause any damage to the system or network; or
(v) Cause the non-functioning or malfunctioning of any system or network; or
(vi) Cause denial of access to any authorized person to the system or network; or
(vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
(viii) Tamper or manipulate any system or network with the object of operating the account of another person; or
(ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or
(x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.

(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA confidential information shall include, but not limited to:

(i) IQVIA data and databases.
(ii) Statistical methodologies, computer software and documentation.
(iii) Information about employees (including compensation, benefits and performance reviews).
(iv) Lists of customers and prospective customers.
(v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
(vi) Methods of doing business and business processes.

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(vii) Financial information relating to the performance of the Company.
(viii) Internal policies accessible only to employees during employment.
(ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.

(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and

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obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. **NOTICES** All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:
If to the Executive, to: Executive's Residential Address
Shikha Sharma
A-710, PLOT-6a,
NAV NIRMAN APPARTMENT,
SECTOR 2, DWARKA,
New DelhiIndia
110075

If to the Company, to:
IQVIA
OFFICE OF GENERAL COUNSEL,
Omega Embassy TechSquare
Marathahalli- Sarjapur Outer Ring Road
Kadubeesanahalli
Bangalore 560103
Office: + 91 80 3769 0000/0100
Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. **WAIVER OF BREACH** The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.

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11. **ENTIRE AGREEMENT** Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other understandings and agreements, oral or written, between the parties with respect to the subject matter of this Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. **SEVERABILITY** If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. **PARTIES BOUND** The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.

14. **GOVERNING LAW** This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

signHere1

For and on behalf of
IQVIA Analytics Services Private Limited (IN03)

Ullas KS
Director, Talent Acquisition Team

for
Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

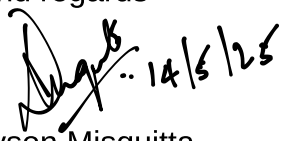
Dear Shweta

We are pleased to offer you the position of Healthcare Coordinator with Jijivisha Ltd. to be based in Hyderabad. As discussed the position is remote.

The role will commence on a mutually agreed date. However, we would appreciate if you can join us during your dissertation period part time to begin with training, induction and strategy. If you provide us with dates.

Thank you. Welcome to Jijivisha.

Kind regards



Dyson Misquitta

Founder & Director,

Jijivisha Ltd.

London, UK



Placements

From: Placements
Sent: 12 May 2025 13:29
To: Shweta Panda
Cc: P. R. Sodani; Sanjay Gupta; Vinod Tejwani; N Satheeshkanna
Subject: Selection Mail || Jijivisha Ltd. || Campus Recruitment Process || MBA HM 2023-25

Dear Student,

Greetings!!!

Heartiest Congratulations!

We are pleased to announce that, **"Jijivisha Ltd."** has decided to extend the Final placement Offer to the following student:

S. No.	Salutation	Name	Program
1	Dr.	Shweta Panda	MBA- Hospital and Health Management

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations
A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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From: Placements
Sent: 19 March 2025 15:28
To: MBAHM 28 <mbahm28@iihmr.in>
Cc: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: Jijivisha Ltd. || Campus Recruitment Process || MBA HM 2023-25

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Sanganer Airport, Jaipur-302029

Dear Students,

Greetings!!!

We are pleased to inform you that "**Jijivisha Ltd.**" wish to conduct Campus Recruitment Drive for **MBA HM 2023-25** Batch students of IIHMR University, Jaipur.

Details are given below:

Role Description: Healthcare Coordinator, India

The CTC is 8,00,000 per annum which is a fixed of 3,60,000 and the rest is a structured bonus based on achievement of targets.

Location: Primary location is Remote based in Mumbai or Hyderabad.

Please refer attached JD for detailed information.

Interested students can apply through Digiicampus by **20th March 2025 (latest by 10:00 AM).**

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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15/04/2025

Simran Chandwani
60-B, Vallabh Nagar
Kota
324007

Dear Simran,

Welcome to IQVIA™
On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 86,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Analyst - 130}. You will be based in Gurugram, India (INGUR5, 42.5). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS COMPENSATION : INR ₹700,000.00

PROVIDENT FUND : **INR** 33600

FIXED COST TO COMPANY : **INR** 733,600

ANNUAL INCENTIVE PAY TARGET* : **INR** 70000

TOTAL COST TO COMPANY : INR 803,600

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ANNUAL INCENTIVE PAY TARGET*
You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in

which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

You will be required to work in shifts as per the company requirements.

BENEFITS:

- Gratuity: The eligibility and amount of this benefit is as per the applicable laws.
- Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.

- Group Mediclaim: Employee and family members are covered as per prevailing Company Policy.
- Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.

This offer is contingent upon your successful completion of your current degree. You are required to produce the original pass certificate/ mark sheet by the end of your probation period certifying that you have successfully completed the degree, failing which the company may, in its sole discretion, elect to terminate or suspend your employment immediately.

You will be participating in "Quintiles Certified Professional "(QCP) program which would be sponsored by Quintiles and delivered at Gurugram, India (INGUR5, 42.5).

Please note that this offer is contingent upon you clearing the assessment under the QCP program

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Ullas KS
Director, Talent Acquisition Team

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

For IQVIA Analytics Services Private Limited (IN03)

Joining Date: 21-Apr-2025

signHere1

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Sanganer Airport, Jaipur-302029



Registered Office
IQVIA Analytics Services Private Limited
(Formerly Known as IMS HEALTH ANALYTICS SERVICES Pvt Ltd)
CIN: U74140KA2003PTC032950
Omega, Embassy TechSquare, Kadubeesanahalli Marathahalli-
Sarjapur Outer Ring Road. Bangalore - 560103
www.iqvia.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 21-Apr-2025 is made and entered by {IQVIA Analytics Services Private Limited (IN03)} (hereinafter "IQVIA" and Simran Chandwani, AGED ({27} (DOB: {18- Nov-1997}), [S-D]/o {Indar Lal Chandwani} having Aadhar No. {9802 8896 7447} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Analyst and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

1. **EMPLOYMENT** IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. **NATURE OF EMPLOYMENT** This Executive shall serve as a Analyst and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.

2.3 This Executive's base of operation shall be Gurugram, India (INGUR5, 42.5) subject to business travel as may be

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necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. **COMPENSATION**

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. ₹700,000.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

4. **TERM OF EMPLOYMENT**

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:

(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and

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(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari pasu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

(i) your performance of your job in an unsatisfactory manner, as determined by the Company;

(ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;

(iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;

(iv) your misconduct, violation of any law classified as a felony or dishonesty; or

(v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").

Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any body-corporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the

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Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

5. **COMPENSATION AND BENEFITS UPON TERMINATION**

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.

5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.5, liquidated damages in an amount equal to the Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

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5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive's ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES

6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:

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(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company;

(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the

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issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.

6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. **RELEASE** Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

8. **EMPLOYEE REPRESENTATIONS**

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not (i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.

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(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

(i) Gain unauthorized access to the computer system or computer network; or
(ii) Download, copy or extract any information or data from such system; or
(iii) Introduce any harmful code; or
(iv) Cause any damage to the system or network; or
(v) Cause the non-functioning or malfunctioning of any system or network; or
(vi) Cause denial of access to any authorized person to the system or network; or
(vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
(viii) Tamper or manipulate any system or network with the object of operating the account of another person; or
(ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or
(x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.

(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA confidential information shall include, but not limited to:

(i) IQVIA data and databases.
(ii) Statistical methodologies, computer software and documentation.
(iii) Information about employees (including compensation, benefits and performance reviews).
(iv) Lists of customers and prospective customers.
(v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
(vi) Methods of doing business and business processes.

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(vii) Financial information relating to the performance of the Company.
(viii) Internal policies accessible only to employees during employment.
(ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.

(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and

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obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. **NOTICES** All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:
If to the Executive, to: Executive's Residential Address
Simran Chandwani
60-B, Vallabh Nagar
Kota
India
324007

If to the Company, to:
IQVIA
OFFICE OF GENERAL COUNSEL,
Omega Embassy TechSquare
Marathahalli- Sarjapur Outer Ring Road
Kadubeesanahalli
Bangalore 560103
Office: + 91 80 3769 0000/0100
Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. **WAIVER OF BREACH** The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.

11. **ENTIRE AGREEMENT** Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other

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understandings and agreements, oral or written, between the parties with respect to the subject matter of this Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. **SEVERABILITY** If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. **PARTIES BOUND** The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.

14. **GOVERNING LAW** This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

signHere1

For and on behalf of
IQVIA Analytics Services Private Limited (IN03)

Ullas KS
Director, Talent Acquisition Team

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26/06/2025

Simran Randhawa
House Number 98, Sector 1,
Lane Number 4, Nanak Nagar
Jammu - 180004

Dear Simran,

Welcome to IQVIA™
On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 86,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Analyst - 130}. You will be based in Gurugram, India (INGUR5, 42.5). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS COMPENSATION : INR ₹7,00,000.00

PROVIDENT FUND : **INR** 33600

FIXED COST TO COMPANY : **INR** 733,600

ANNUAL INCENTIVE PAY TARGET* : **INR** 70000

TOTAL COST TO COMPANY : INR 803,600

ANNUAL INCENTIVE PAY TARGET*
You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later

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date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

BENEFITS:

- Gratuity: The eligibility and amount of this benefit is as per the applicable laws.
- Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.

- Group Mediclaim: Employee and family members are covered as per prevailing Company Policy.
- Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.

This offer is contingent upon your successful completion of your current degree. You are required to produce the original pass certificate/ mark sheet by the end of your probation period certifying that you have successfully completed the degree, failing which the company may, in its sole discretion, elect to terminate or suspend your employment immediately.

You will be participating in "Quintiles Certified Professional "(QCP) program which would be sponsored by Quintiles and delivered at Gurugram, India (INGUR5, 42.5).

Please note that this offer is contingent upon you clearing the assessment under the QCP program

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Ullas KS
Director, Talent Acquisition Team

For IQVIA Analytics Services Private Limited (IN03)

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Joining Date: 14-Jul-2025

signHere1

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Registered Office
IQVIA Analytics Services Private Limited
(Formerly Known as IMS HEALTH ANALYTICS SERVICES Pvt Ltd)
CIN: U74140KA2003PTC032950
Omega, Embassy TechSquare, Kadubeesanahalli Marathahalli-
Sarjapur Outer Ring Road. Bangalore - 560103
www.iqvia.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 14-Jul-2025 is made and entered by {IQVIA Analytics Services Private Limited (IN03)} (hereinafter "IQVIA" and Simran Randhawa, AGED ({26} (DOB: {16-Nov-1998}), [S-D]/o {Rajpal Singh} having Aadhar No. {202742172728} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Analyst and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

1. **EMPLOYMENT** IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. **NATURE OF EMPLOYMENT** This Executive shall serve as a Analyst and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.

2.3 This Executive's base of operation shall be Gurugram, India (INGUR5, 42.5) subject to business travel as may be

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necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. **COMPENSATION**

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. ₹7,00,000.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

4. **TERM OF EMPLOYMENT**

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:

(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and

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(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari pasu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

(i) your performance of your job in an unsatisfactory manner, as determined by the Company;

(ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;

(iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;

(iv) your misconduct, violation of any law classified as a felony or dishonesty; or

(v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").

Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any body-corporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the

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Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

5. **COMPENSATION AND BENEFITS UPON TERMINATION**

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.

5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.5, liquidated damages in an amount equal to the Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

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5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive's ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. **IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES**

6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:

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(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company;

(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the

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issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.

6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. **RELEASE** Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

8. **EMPLOYEE REPRESENTATIONS**

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not (i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.

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(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

(i) Gain unauthorized access to the computer system or computer network; or
(ii) Download, copy or extract any information or data from such system; or
(iii) Introduce any harmful code; or
(iv) Cause any damage to the system or network; or
(v) Cause the non-functioning or malfunctioning of any system or network; or
(vi) Cause denial of access to any authorized person to the system or network; or
(vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
(viii) Tamper or manipulate any system or network with the object of operating the account of another person; or
(ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or
(x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.

(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA confidential information shall include, but not limited to:

(i) IQVIA data and databases.
(ii) Statistical methodologies, computer software and documentation.
(iii) Information about employees (including compensation, benefits and performance reviews).
(iv) Lists of customers and prospective customers.
(v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
(vi) Methods of doing business and business processes.

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(vii) Financial information relating to the performance of the Company.
(viii) Internal policies accessible only to employees during employment.
(ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.

(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and

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obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. **NOTICES** All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:
If to the Executive, to: Executive's Residential Address
Simran Randhawa
House Number 98, Sector 1,
Lane Number 4, Nanak Nagar
Jammu - 180004
India

If to the Company, to:
IQVIA
OFFICE OF GENERAL COUNSEL,
Omega Embassy TechSquare
Marathahalli- Sarjapur Outer Ring Road
Kadubeesanahalli
Bangalore 560103
Office: + 91 80 3769 0000/0100
Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. **WAIVER OF BREACH** The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.

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11. **ENTIRE AGREEMENT** Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other understandings and agreements, oral or written, between the parties with respect to the subject matter of this Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. **SEVERABILITY** If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. **PARTIES BOUND** The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.

14. **GOVERNING LAW** This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

signHere1

For and on behalf of
IQVIA Analytics Services Private Limited (IN03)

Ullas KS
Director, Talent Acquisition Team

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

15/04/2025

Ajit Sumbe
At- Padali Tarphe Kanhoor,
Post- Hiware Korda, Tal- Parner,
Ahmednagar
414103

Dear Ajit,

Welcome to IQVIA™
On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 86,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Analyst - 130}. You will be based in Bangalore, India (INBGL1, 42.5, Omega). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS COMPENSATION : INR ₹7,00,000.00

PROVIDENT FUND : **INR** 33600

FIXED COST TO COMPANY : **INR** 733,600

ANNUAL INCENTIVE PAY TARGET* : **INR** 70000

TOTAL COST TO COMPANY : INR 803,600

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ANNUAL INCENTIVE PAY TARGET*
You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later

date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

BENEFITS:

- Gratuity: The eligibility and amount of this benefit is as per the applicable laws.
- Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.

- Group Mediclaim: Employee and family members are covered as per prevailing Company Policy.
- Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.

This offer is contingent upon your successful completion of your current degree. You are required to produce the original pass certificate/ mark sheet by the end of your probation period certifying that you have successfully completed the degree, failing which the company may, in its sole discretion, elect to terminate or suspend your employment immediately.

You will be participating in "Quintiles Certified Professional "(QCP) program which would be sponsored by Quintiles and delivered at Bangalore, India (INBGL1, 42.5, Omega).

Please note that this offer is contingent upon you clearing the assessment under the QCP program

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Ullas KS
Director, Talent Acquisition Team

For IQVIA Analytics Services Private Limited (IN03)

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Sanganer Airport, Jaipur-302029

Joining Date: 21-Apr-2025

signHere1





Registered Office
IQVIA Analytics Services Private Limited
(Formerly Known as IMS HEALTH ANALYTICS SERVICES Pvt Ltd)
CIN: U74140KA2003PTC032950
Omega, Embassy TechSquare, Kadubeesanahalli Marathahalli-
Sarjapur Outer Ring Road. Bangalore - 560103
www.iqvia.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 21-Apr-2025 is made and entered by {IQVIA Analytics Services Private Limited (IN03)} (hereinafter "IQVIA" and Ajit Sumbe, AGED ({24} (DOB: {October 25, 2000}), [S-D]/o {Bhausaheb Bhanudas Sumbe} having Aadhar No. {657642232946} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Analyst and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

1. **EMPLOYMENT** IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. **NATURE OF EMPLOYMENT** This Executive shall serve as a Analyst and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.

2.3 This Executive's base of operation shall be Bangalore, India (INBGL1, 42.5, Omega) subject to business travel as

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may be necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. **COMPENSATION**

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. ₹7,00,000.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

4. **TERM OF EMPLOYMENT**

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:

(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and

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(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari pasu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

(i) your performance of your job in an unsatisfactory manner, as determined by the Company;

(ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;

(iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;

(iv) your misconduct, violation of any law classified as a felony or dishonesty; or

(v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").

Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any body-corporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the

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Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

5. **COMPENSATION AND BENEFITS UPON TERMINATION**

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.

5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.5, liquidated damages in an amount equal to the Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

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5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive's ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. **IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES**

6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:

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(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company;

(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the

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issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.

6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. **RELEASE** Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

8. **EMPLOYEE REPRESENTATIONS**

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not (i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.

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(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

(i) Gain unauthorized access to the computer system or computer network; or
(ii) Download, copy or extract any information or data from such system; or
(iii) Introduce any harmful code; or
(iv) Cause any damage to the system or network; or
(v) Cause the non-functioning or malfunctioning of any system or network; or
(vi) Cause denial of access to any authorized person to the system or network; or
(vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
(viii) Tamper or manipulate any system or network with the object of operating the account of another person; or
(ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or
(x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.

(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA confidential information shall include, but not limited to:

(i) IQVIA data and databases.
(ii) Statistical methodologies, computer software and documentation.
(iii) Information about employees (including compensation, benefits and performance reviews).
(iv) Lists of customers and prospective customers.
(v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
(vi) Methods of doing business and business processes.

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(vii) Financial information relating to the performance of the Company.
(viii) Internal policies accessible only to employees during employment.
(ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.

(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and

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obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. **NOTICES** All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:
If to the Executive, to: Executive's Residential Address
Ajit Sumbe
At- Padali Tarphe Kanhoor,
Post- Hiware Korda, Tal- Parner,
Ahmednagar
India
414103

If to the Company, to:
IQVIA
OFFICE OF GENERAL COUNSEL,
Omega Embassy TechSquare
Marathahalli- Sarjapur Outer Ring Road
Kadubeesanahalli
Bangalore 560103
Office: + 91 80 3769 0000/0100
Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. **WAIVER OF BREACH** The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.

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11. **ENTIRE AGREEMENT** Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other understandings and agreements, oral or written, between the parties with respect to the subject matter of this Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. **SEVERABILITY** If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. **PARTIES BOUND** The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.

14. **GOVERNING LAW** This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

signHere1

For and on behalf of
IQVIA Analytics Services Private Limited (IN03)

Ullas KS
Director, Talent Acquisition Team

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

14/04/2025

Tanvi Singhvi
46, sector 7 extension
Jodhpur
342003

Dear Tanvi,

Welcome to IQVIA™
On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 86,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Analyst - 130}. You will be based in Gurugram, India (INGUR5, 42.5). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS COMPENSATION : INR ₹700,000.00

PROVIDENT FUND : **INR** 33600

FIXED COST TO COMPANY : **INR** 733,600

ANNUAL INCENTIVE PAY TARGET* : **INR** 70000

TOTAL COST TO COMPANY : INR 803,600

ANNUAL INCENTIVE PAY TARGET*
You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in

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which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

You will be required to work in shifts as per the company requirements.

BENEFITS:

- Gratuity: The eligibility and amount of this benefit is as per the applicable laws.
- Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.

- Group Mediclaim: Employee and family members are covered as per prevailing Company Policy.
- Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.

This offer is contingent upon your successful completion of your current degree. You are required to produce the original pass certificate/ mark sheet by the end of your probation period certifying that you have successfully completed the degree, failing which the company may, in its sole discretion, elect to terminate or suspend your employment immediately.

You will be participating in "Quintiles Certified Professional "(QCP) program which would be sponsored by Quintiles and delivered at Gurugram, India (INGUR5, 42.5).

Please note that this offer is contingent upon you clearing the assessment under the QCP program

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Ullas KS
Director, Talent Acquisition Team

for
Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

For IQVIA Analytics Services Private Limited (IN03)

Joining Date: 21-Apr-2025

signHere1

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Registered Office
IQVIA Analytics Services Private Limited
(Formerly Known as IMS HEALTH ANALYTICS SERVICES Pvt Ltd)
CIN: U74140KA2003PTC032950
Omega, Embassy TechSquare, Kadubeesanahalli Marathahalli-
Sarjapur Outer Ring Road. Bangalore - 560103
www.iqvia.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 21-Apr-2025 is made and entered by {IQVIA Analytics Services Private Limited (IN03)} (hereinafter "IQVIA" and Tanvi Singhvi, AGED ({25} (DOB: {12-Oct-1999}), [S-D]/o {Vinay Singhvi} having Aadhar No. {453834608598} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Analyst and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

1. **EMPLOYMENT** IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. **NATURE OF EMPLOYMENT** This Executive shall serve as a Analyst and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.

2.3 This Executive's base of operation shall be Gurugram, India (INGUR5, 42.5) subject to business travel as may be

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necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. **COMPENSATION**

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. ₹700,000.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

4. **TERM OF EMPLOYMENT**

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:

(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and

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(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari pasu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

(i) your performance of your job in an unsatisfactory manner, as determined by the Company;

(ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;

(iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;

(iv) your misconduct, violation of any law classified as a felony or dishonesty; or

(v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").

Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any body-corporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the

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Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

5. **COMPENSATION AND BENEFITS UPON TERMINATION**

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.

5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.5, liquidated damages in an amount equal to the Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

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5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive's ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. **IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES**

6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:

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(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company;

(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the

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issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.

6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. **RELEASE** Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

8. **EMPLOYEE REPRESENTATIONS**

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not (i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.

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(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

(i) Gain unauthorized access to the computer system or computer network; or
(ii) Download, copy or extract any information or data from such system; or
(iii) Introduce any harmful code; or
(iv) Cause any damage to the system or network; or
(v) Cause the non-functioning or malfunctioning of any system or network; or
(vi) Cause denial of access to any authorized person to the system or network; or
(vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
(viii) Tamper or manipulate any system or network with the object of operating the account of another person; or
(ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or
(x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.

(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA confidential information shall include, but not limited to:

(i) IQVIA data and databases.
(ii) Statistical methodologies, computer software and documentation.
(iii) Information about employees (including compensation, benefits and performance reviews).
(iv) Lists of customers and prospective customers.
(v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
(vi) Methods of doing business and business processes.

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(vii) Financial information relating to the performance of the Company.
(viii) Internal policies accessible only to employees during employment.
(ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.

(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and

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obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. **NOTICES** All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:
If to the Executive, to: Executive's Residential Address
Tanvi Singhvi
46, sector 7 extension
Jodhpur
India
342003

If to the Company, to:
IQVIA
OFFICE OF GENERAL COUNSEL,
Omega Embassy TechSquare
Marathahalli- Sarjapur Outer Ring Road
Kadubeesanahalli
Bangalore 560103
Office: + 91 80 3769 0000/0100
Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. **WAIVER OF BREACH** The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.

11. **ENTIRE AGREEMENT** Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other

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understandings and agreements, oral or written, between the parties with respect to the subject matter of this Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. **SEVERABILITY** If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. **PARTIES BOUND** The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.

14. **GOVERNING LAW** This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

signHere1

For and on behalf of
IQVIA Analytics Services Private Limited (IN03)

Ullas KS
Director, Talent Acquisition Team

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

15/04/2025

Dr. Bhavika Vidhwani
AASHIRWAD, Mohan nagar,
near GM motors, Nagpur road,
Wardha
442001

Dear Dr. Bhavika,

Welcome to IQVIA™
On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 86,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Analyst - 130}. You will be based in Bangalore, India (INBGL1, 42.5, Omega). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS COMPENSATION : INR ₹7,00,000.00

PROVIDENT FUND : **INR** 33600

FIXED COST TO COMPANY : **INR** 733,600

ANNUAL INCENTIVE PAY TARGET* : **INR** 70000

TOTAL COST TO COMPANY : INR 803,600

ANNUAL INCENTIVE PAY TARGET*
You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later

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date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

BENEFITS:

- Gratuity: The eligibility and amount of this benefit is as per the applicable laws.
- Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.

- Group Mediclaim: Employee and family members are covered as per prevailing Company Policy.
- Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.

This offer is contingent upon your successful completion of your current degree. You are required to produce the original pass certificate/ mark sheet by the end of your probation period certifying that you have successfully completed the degree, failing which the company may, in its sole discretion, elect to terminate or suspend your employment immediately.

You will be participating in "Quintiles Certified Professional "(QCP) program which would be sponsored by Quintiles and delivered at Bangalore, India (INBGL1, 42.5, Omega).

Please note that this offer is contingent upon you clearing the assessment under the QCP program

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Ullas KS
Director, Talent Acquisition Team

For IQVIA Analytics Services Private Limited (IN03)

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Joining Date: 21-Apr-2025

signHere1





Registered Office
IQVIA Analytics Services Private Limited
(Formerly Known as IMS HEALTH ANALYTICS SERVICES Pvt Ltd)
CIN: U74140KA2003PTC032950
Omega, Embassy TechSquare, Kadubeesanahalli Marathahalli-
Sarjapur Outer Ring Road. Bangalore - 560103
www.iqvia.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 21-Apr-2025 is made and entered by {IQVIA Analytics Services Private Limited (IN03)} (hereinafter "IQVIA" and Dr. Bhavika Vidhwani, AGED ({26} (DOB: {March 13, 1999}), [S-D]/o {Mr. Satish Vidhwani} having Aadhar No. {498157872652} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Analyst and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

1. **EMPLOYMENT** IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. **NATURE OF EMPLOYMENT** This Executive shall serve as a Analyst and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.

2.3 This Executive's base of operation shall be Bangalore, India (INBGL1, 42.5, Omega) subject to business travel as

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may be necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. **COMPENSATION**

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. ₹7,00,000.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

4. **TERM OF EMPLOYMENT**

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:

(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and

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(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari pasu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

(i) your performance of your job in an unsatisfactory manner, as determined by the Company;

(ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;

(iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;

(iv) your misconduct, violation of any law classified as a felony or dishonesty; or

(v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").

Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any body-corporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the

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Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

5. **COMPENSATION AND BENEFITS UPON TERMINATION**

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.

5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.5, liquidated damages in an amount equal to the Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

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5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive's ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. **IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES**

6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:

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(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company;

(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the

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issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.

6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. **RELEASE** Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

8. **EMPLOYEE REPRESENTATIONS**

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not (i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.

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(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

(i) Gain unauthorized access to the computer system or computer network; or
(ii) Download, copy or extract any information or data from such system; or
(iii) Introduce any harmful code; or
(iv) Cause any damage to the system or network; or
(v) Cause the non-functioning or malfunctioning of any system or network; or
(vi) Cause denial of access to any authorized person to the system or network; or
(vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
(viii) Tamper or manipulate any system or network with the object of operating the account of another person; or
(ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or
(x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.

(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA confidential information shall include, but not limited to:

(i) IQVIA data and databases.
(ii) Statistical methodologies, computer software and documentation.
(iii) Information about employees (including compensation, benefits and performance reviews).
(iv) Lists of customers and prospective customers.
(v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
(vi) Methods of doing business and business processes.

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(vii) Financial information relating to the performance of the Company.
(viii) Internal policies accessible only to employees during employment.
(ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.

(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and

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obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. **NOTICES** All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:
If to the Executive, to: Executive's Residential Address
Dr. Bhavika Vidhwani
AASHIRWAD, Mohan nagar,
near GM motors, Nagpur road,
WardhaIndia
442001

If to the Company, to:
IQVIA
OFFICE OF GENERAL COUNSEL,
Omega Embassy TechSquare
Marathahalli- Sarjapur Outer Ring Road
Kadubeesanahalli
Bangalore 560103
Office: + 91 80 3769 0000/0100
Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. **WAIVER OF BREACH** The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.

11. **ENTIRE AGREEMENT** Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other

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understandings and agreements, oral or written, between the parties with respect to the subject matter of this Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. **SEVERABILITY** If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. **PARTIES BOUND** The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.

14. **GOVERNING LAW** This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

signHere1

For and on behalf of
IQVIA Analytics Services Private Limited (IN03)

Ullas KS
Director, Talent Acquisition Team

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

IIHMR UNIVERSITY JAIPUR

SELF-DECLARATION OF SELF-EMPLOYMENT / FAMILY BUSINESS

To Whom It May Concern

I, **Mr. Virat Dey**, S/o **Mr. Bijay Kumar Dey**, residing at **Quarter No-32, Type-3, Swarnajyoti Cgst & Central Excise Residential Colony, New Ranikudar, Kadma, Jamshedpur East Singhbhum Jharkhand**, do hereby solemnly declare as under:

1. That I have **passed out from IIHMR University in the academic year 2024–25**, having successfully completed the **programme MBA (HHM)**
2. That I am **self-employed / engaged in a family business**, actively involved in the management and operation of the business.
3. That the details of my self-employment / family business are as follows:

   a. Name of Business: Knowledge Counter

   b. Nature/Type of Business: Consultancy

   c. Business Address: New Ranikudar, Kadma, Jamshedpur East Singhbhum Jharkhand

That my **current annual income is ₹800000/- (Rupees Eight Lakh Only).**

That this declaration is made for the purpose of **official record.**

I hereby declare that the information stated above is true and correct to the best of my knowledge and belief. I understand that any false statement may render me liable for legal action as per applicable rules and regulations.

Date: 10.10.2025

Signature

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

15/04/2025

Abhishek Panwar
Plot No. 10 Street No. 1
Vinayak Nagar Madar
Ajmer
305001

Dear Abhishek,

Welcome to IQVIA™
On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 86,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Analyst - 130}. You will be based in Bangalore, India (INBGL1, 42.5, Omega). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS COMPENSATION : INR ₹7,00,000.00

PROVIDENT FUND : **INR** 33600

FIXED COST TO COMPANY : **INR** 733,600

ANNUAL INCENTIVE PAY TARGET* : **INR** 70000

TOTAL COST TO COMPANY : INR 803,600

ANNUAL INCENTIVE PAY TARGET*
You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later

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date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

BENEFITS:

- Gratuity: The eligibility and amount of this benefit is as per the applicable laws.
- Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.

- Group Mediclaim: Employee and family members are covered as per prevailing Company Policy.
- Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.

This offer is contingent upon your successful completion of your current degree. You are required to produce the original pass certificate/ mark sheet by the end of your probation period certifying that you have successfully completed the degree, failing which the company may, in its sole discretion, elect to terminate or suspend your employment immediately.

You will be participating in "Quintiles Certified Professional "(QCP) program which would be sponsored by Quintiles and delivered at Bangalore, India (INBGL1, 42.5, Omega).

Please note that this offer is contingent upon you clearing the assessment under the QCP program

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Ullas KS
Director, Talent Acquisition Team

For IQVIA Analytics Services Private Limited (IN03)

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Joining Date: 21-Apr-2025

signHere1

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Registered Office
IQVIA Analytics Services Private Limited
(Formerly Known as IMS HEALTH ANALYTICS SERVICES Pvt Ltd)
CIN: U74140KA2003PTC032950
Omega, Embassy TechSquare, Kadubeesanahalli Marathahalli-
Sarjapur Outer Ring Road. Bangalore - 560103
www.iqvia.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 21-Apr-2025 is made and entered by {IQVIA Analytics Services Private Limited (IN03)} (hereinafter "IQVIA" and Abhishek Panwar, AGED ({28} (DOB: {July 30, 1996}), [S-D]/o {Mr. Mohan Lal} having Aadhar No. {855273152020} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Analyst and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

1. **EMPLOYMENT** IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. **NATURE OF EMPLOYMENT** This Executive shall serve as a Analyst and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.

2.3 This Executive's base of operation shall be Bangalore, India (INBGL1, 42.5, Omega) subject to business travel as

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may be necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. **COMPENSATION**

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. ₹7,00,000.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

4. **TERM OF EMPLOYMENT**

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:

(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and

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(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari pasu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

(i) your performance of your job in an unsatisfactory manner, as determined by the Company;

(ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;

(iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;

(iv) your misconduct, violation of any law classified as a felony or dishonesty; or

(v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").

Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any body-corporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the

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Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

5. **COMPENSATION AND BENEFITS UPON TERMINATION**

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.

5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.5, liquidated damages in an amount equal to the Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

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5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive's ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES

6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:

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(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company;

(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the

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issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.

6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. **RELEASE** Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

8. **EMPLOYEE REPRESENTATIONS**

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not (i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.

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(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

(i) Gain unauthorized access to the computer system or computer network; or
(ii) Download, copy or extract any information or data from such system; or
(iii) Introduce any harmful code; or
(iv) Cause any damage to the system or network; or
(v) Cause the non-functioning or malfunctioning of any system or network; or
(vi) Cause denial of access to any authorized person to the system or network; or
(vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
(viii) Tamper or manipulate any system or network with the object of operating the account of another person; or
(ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or
(x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.

(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA confidential information shall include, but not limited to:

(i) IQVIA data and databases.
(ii) Statistical methodologies, computer software and documentation.
(iii) Information about employees (including compensation, benefits and performance reviews).
(iv) Lists of customers and prospective customers.
(v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
(vi) Methods of doing business and business processes.

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(vii) Financial information relating to the performance of the Company.
(viii) Internal policies accessible only to employees during employment.
(ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.

(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and

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obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. **NOTICES** All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:
If to the Executive, to: Executive's Residential Address
Abhishek Panwar
Plot No. 10 Street No. 1
Vinayak Nagar Madar
AjmerIndia
305001

If to the Company, to:
IQVIA
OFFICE OF GENERAL COUNSEL,
Omega Embassy TechSquare
Marathahalli- Sarjapur Outer Ring Road
Kadubeesanahalli
Bangalore 560103
Office: + 91 80 3769 0000/0100
Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. **WAIVER OF BREACH** The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.

11. **ENTIRE AGREEMENT** Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other

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understandings and agreements, oral or written, between the parties with respect to the subject matter of this Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. **SEVERABILITY** If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. **PARTIES BOUND** The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.

14. **GOVERNING LAW** This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

signHere1

For and on behalf of
IQVIA Analytics Services Private Limited (IN03)

Ullas KS
Director, Talent Acquisition Team

for
Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Aditya Birla Health Insurance Co. Ltd.

ADITYA BIRLA CAPITAL
HEALTH INSURANCE

8th April 2025

Dear Khushboo Thakur,

Welcome to the World of Opportunities that is Aditya Birla Capital!

We're pleased to offer you an appointment in **Aditya Birla Health Insurance Company Limited**. You now represent one of the largest financial services organizations in India! The details of your role, location of posting and other terms of employment are enumerated in the attached appointment letter.

At Aditya Birla Capital, we look at creating the next generation of leaders who will further our vision of helping people meet their lifelong money needs. We offer our employees multiple opportunities to achieve professional success and an avenue to pursue their personal aspirations. We do this by investing in the development of our employees and by offering them a bouquet of career choices spanning across functions, businesses and geographies at Aditya Birla Capital and at the larger Aditya Birla Group level.

As One Aditya Birla Capital, we are today placed in a truly unique position in the Indian financial services space. Our stakeholders view us as a "Universal Solutions Provider" with an extensive product portfolio that has the ability to cover all their money needs from the cradle to the grave. In order to leverage the platform that we have built optimally, your role today has become extremely important.

At Aditya Birla Capital, we believe in high ethical standards, transparency, inclusiveness and meritocracy which form the bedrock of our culture. We are guided and driven by Aditya Birla Group's values of Integrity, Passion, Commitment, Seamlessness and Speed which at ABC translate into "FAIR Behaviours" which we expect all our employees to exhibit at all times. These have been defined as below –

- Focus on Results - Be clear on what is expected; if not, clarify the same. Deliver what is expected and what you are accountable for; Focus on execution
- Accountability with Discipline - Respect processes and be process oriented; having made a commitment, ensure delivery
- Innovation and Entrepreneurship - Back innovative and entrepreneurial ideas / ventures;
- Accept failure in new initiatives as a learning opportunity.
- Respect and Openness - Respond to peer request with immediate attention; Practice win-win choices.

Delivering a wide range of money solutions for protecting, investing and financing its customers, Aditya Birla Capital serves millions of Indians through over 1,300 points of presence and more than 150,000 agents and channel partners. With a strong presence across the life insurance, asset management, private equity, corporate lending, structured finance, project finance, general insurance broking, wealth management, equity, currency and commodity broking, online personal finance management, housing finance, pension fund management and health insurance business, we are committed to serving the end-to-end financial needs of its retail and corporate customers under a unified brand —Aditya Birla Capital.

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Aditya Birla Health Insurance Co. Ltd.

ADITYA BIRLA CAPITAL
HEALTH INSURANCE

Aditya Birla Capital Limited, currently consists of the following legal entities:

- Aditya Birla Capital Limited
- Aditya Birla Housing Finance Limited
- Aditya Birla Finance Limited
- Aditya Birla Sun Life AMC Limited
- Aditya Birla Sun Life Insurance Company Limited
- Aditya Birla Health Insurance Company Limited
- Aditya Birla Money Limited
- Aditya Birla Wellness Private Limited
- Aditya Birla Financial Shared Services Limited
- Aditya Birla ARC Limited
- Aditya Birla Sun Life Pension Management Limited
- Aditya Birla Stressed Asset AMC Private Limited
- Aditya Birla Sunlife Trustee Private Limited
- Aditya Birla Finance Limited Infrastructure Finance
- Aditya Birla Capital Digital Limited

Once again, we hope your stint at Aditya Birla Capital is extremely fruitful and satisfying - both professionally and personally.

We wish you the very best for your future with us.

Warm Regards,

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The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Trademark/Logo Aditya Birla Capital logo is owned by
Aditya Birla Management Corporation Private Limited and is used by
Aditya Birla Health Insurance Co. Limited under licensed user agreements(s)

Aditya Birla Health Insurance Co. Ltd.

ADITYA BIRLA CAPITAL
HEALTH INSURANCE

To,
Employee Full Name: Khushboo Thakur
Employee Code: 496507
#1862,Sec-11 Near Govt College ,College Colony
Punjab,Dera Bassi
India,140507.

Dear Khushboo Thakur,

We are pleased to appoint you as **Assistant Manager** (Job band- **(11)** : **Assistant Manager**) in the **Ops - Provider Network** Department/function at **One ABC-Thane-Gcorp** and reporting to **Pooja Banduji Sambhalwar -** Lead - Corporate Provider Network of **Aditya Birla Health Insurance Company Limited** (CIN: **U66000MH2015PLC263677).** Your appointment is effective from your Date of Joining i.e. **7th April 2025.**

Your employment with the Company shall be subject to the following terms and conditions:

Your employment with the Company shall be subject to the following terms and conditions:

1. Details of your compensation are as per the attached Annexure "A". The payment of compensation shall be subject to deduction of Income Tax as per the prevailing Income Tax rates and other statutory deductions, as may be required in accordance with applicable laws in force from time to time. The <variable pay/ performance linked pay> component of your compensation is payable to you upon successful meeting of certain conditions as per Company's policy in this regard. During your first year of joining you shall be eligible to receive proportionate <variable pay/ performance linked pay> as per the applicable policy, for details of which please refer to the <variable pay/ performance linked pay> plan of your business. In case of resignation, Transfer, Retirement Please refer the company policy with regards to the same or get in touch with your HR to know the details.

2. Your compensation may be revised from time to time in accordance with Company's policies.

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Probation, Confirmation & Separation:

3. Initially you will be on probation for a period of 6 (six)months from the Date of Joining the Company and your confirmation thereafter would be in writing and would depend on your satisfactory performance, else you would continue in probation till such time as your services are either confirmed in writing or terminated as per clauses below.

4. Once confirmed, unless the employment is terminated earlier, you shall continue to be in the employment of the Company up till attainment by you of the age of superannuation, as set out in the

Company policy from time to time, which at present is 60 Years. Your superannuating age will be calculated against the date of birth proof submitted at the time of joining the Company.

5. During the probation either party may terminate the service by (i) giving **30** days' written notice; or (ii) payment in lieu of notice period to be paid by the party terminating the services to the non-terminating party.

6. Post confirmation, either party may terminate the service by (i) giving **90** days' written notice; or (ii) payment in lieu of notice period to be paid by the party terminating the services to the non-terminating party.

7. **Payment in Lieu of Notice Period:** In case either party wishes to make payment instead of continued employment during the notice period (both during the probation period and post confirmation) then the same call be calculated on a daily basis, on the basis of Basic Salary . The payment shall have to be made for the number of days falling short of the notice period.

8. It is clarified that the Company reserves the right to either to accept or to deny, at its sole discretion, the payment in lieu of notice period, if so requested by the employee, both during probation period and post confirmation, and may ask the employee to serve the full notice period.

9. The employee cannot avail of any privilege leave during the notice period, except with the prior approval of the head of department/function. It is clarified that the employee is not entitled to any privilege leave during probation period, thus, cannot claim to avail the same during the notice period in case of termination of employment during the probation period.

10. The final relieving of the employee from the employment shall be subject to (i) the employee's satisfactory handover of the duties and all information and documents pertaining to the work of the employee to the Company's representative or the employee's successor; (ii) settlement of outstanding dues payable form the employee to the Company; (iii) service of notice period or payment in lieu thereof, as the case may be; and (iv) clearance from your immediate supervisor and such other departments as may be prescribed in the Company Policy.

11. **Termination for Cause:** The Company reserves the right to terminate your employment immediately without giving a notice period of service or payment in lieu of notice period in case reason for the same exists ("**Termination for Cause**"), which circumstances include but are not limited to: (i) any violation of the terms and conditions of employment as contained in this letter or as contained in any of the rules, regulations and policies of the Company, as shall be amended from time to time; (ii) In case the Company : finds you guilty of misconduct, dishonesty or acting in a manner prejudicial to or conflicting with the interests of the Company; and (iii) in case you absent yourself from the services of

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the Company without prior approval for fifteen (15) consecutive days or overstay sanctioned leave without prior intimation and approval by fifteen (15) consecutive days; in this case you will be deemed to have abandoned service voluntarily and shall have to pay to the Company payment in lieu of notice.

Actions Upon Ending of Employment:

12. In the event your retirement (upon attaining the age of superannuation), separation or termination of your employment by the Company for any reason whatsoever, you will promptly return to the Company, all documents, files, notes, lists, credit cards, computer disks, recordings, print-outs, drawings, any other assets (including, without limitations, any materials reflecting or containing Confidential Information) that are in your possession or under your control and that relate to the operation and business of the Company. You shall not be entitled to retain any duplicates or summaries of or notes on any of the foregoing.

13. In case you are provided with accommodation by the Company, then upon end of your employment with the Company, howsoever caused, you shall vacate the premises in accordance with the rules of the location of your posting and of the Company and within the time frame prescribed therein, subject to any other time frame as may be specifically communicated to you in writing.

Leaves:

14. You will be governed by the Company's leave policy in force and as applicable to your category of employees from time to time.

Traveling:

15. In the course of your employment, you may be required to travel to domestic and foreign locations in connection with the Company's business, according to the directions and instructions issued by the Management, from time to time, for which you will be reimbursed expenses in accordance with the relevant travel policies.

Transfer:

16. Your services are liable to be transferred, as per Company Policy, to any other associate or affiliate entity of the Company and such transfer can be to any other domestic or international location. Upon transfer you shall be paid relocation expenses as per Company Policy. The Company is a part of the Aditya Birla Group and the companies in the Aditya Birla Group are affiliates of the Company. It is understood and agreed that the Company shall have the right to transfer/second you, as the case may be, to any function or business group, any other location within India or overseas, or to its affiliate and subsidiary organizations, at any time in the future, whether present or set up in future. All such

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transfers shall be on continuity of service basis, however, upon such transfer you shall be governed by the rules, regulations and policies of such new employer and all your legal rights and remedies shall only be against such new employer.

Confidentiality & Non-Disclosure:

17. You agree that during your employment you may have access to or acquire, through the Company, its employees, clients, vendors, service providers etc., various kinds of information pertaining, amongst others, to the business, employees, clients and other stakeholders of the Company and that all such information ("**Confidential Information**") shall be treated as confidential and shall not be disclosed by you to any third party or even other employees of the Company. Disclosure of Confidential Information to other employees of the Company shall be purely on a need to know basis. You should refrain from sharing any information – whether words, images, logos or videos – that is Confidential or proprietary to the Company through any modes of media, including public newspaper, journal, television channels, online media, news channels or otherwise. You shall not release/ disclose on media, any internal communication intended solely for the information of all employees of the Company nor shall you associate yourself with any group or entity engaging in such activities without the prior approval of the management. You shall not publish or communicate, in any manner, any derogatory or defamatory content about the Company, its associates, affiliates, management or other employees. You understand and agree that you have a continuing obligation not to use, publish or otherwise disclose either during or after your employment with the Company, any trade secrets, Confidential or proprietary information belonging to, or concerning or referring to the Company, or any client or customer of the Company. You acknowledge that should you breach this provision; the Company will suffer immediate and irreparable harm and that money damages will be inadequate relief and therefore, you agree that should you breach this provision; the Company will be entitled to injunctive relief to enforce the provisions contained herein.

18. During the continuance of your employment with the Company and thereafter, any process, practice, discovery or invention ("Invention") developed or acquired by you in the course of discharging of the assigned duties, shall remain the sole property of the Company and same shall not be used in any manner whatsoever by you without the specific knowledge and express permission of the Company, post cessation of your employment with the Company, and you hereby assign all rights, title and interest in such Invention to the Company and agree to help the Company to perfect its title to the same.

19. The employee recognizes that the Company is the sole owner of confidential information, and the employee agrees not to represent or claim ownership in any manner.

20. In case an employee is required to disclose confidential information pursuant to applicable laws, you must notify the Company (not later than 2 working days from receiving the request) so that the

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company can seek an injunctive order or other remedy. You shall furnish only that information as advised by legal counsel or is legally required.

21. You shall not disclose any information in a public forum without explicit prior permission of your reporting manager. When in doubt on the confidentiality of certain information, it is recommended for you to check with the reporting manager, CHRO / Director HR on the confidentiality status of the information before divulging it to any third party. You shall in no event use a lower degree of care in safeguarding Aditya Birla Group and its companies' Confidential Information than you use for your own information of sensitivity.

22. During the period of your employment with the Company and for a period of one year thereafter you agree you shall not, whether directly or indirectly, induce or solicit any person employed or engaged by the Company or its affiliate companies (whether as an employee, consultant, advisor or in any other manner) to terminate their contractual relationship with the Company; and become an employee of, or directly or indirectly offer services in any form or manner to any other company, person or entity. You shall keep the Company indemnified in respect of any loss that may be caused to it as a result of breach of this covenant by you.

23. During the period of your employment with the Company and for a period of one year thereafter you agree that you shall not, whether directly or indirectly, solicit or induce any customer to remove its business from or reduce its business with the Company or its affiliates.

24. You agree to keep strictly confidential in whole or in part, the terms of this letter/agreement and further agree not to disclose the terms of employment to any person and entity except as required by law or legal process and except for disclosure to your attorneys, accountants, and immediate family.

Company's Rules, Regulations and Policies:

25. The Company reserves the right to change the terms of employment from time to time.

26. You will be bound by the various rules, regulations, and policies of the Company as exist on the date and as shall be amended by the management from time to time and the same are deemed to be part of your terms and conditions of employment. You are required to follow the Company's values and code of conduct and other policies, and these include a requirement that you maintain the highest standards of conduct and act with the highest ethical principles. You are required to acquaint yourself with the various rules, regulations and policies of the Company and follow these strictly. To keep the Employee appraised of the changing policies on a regular basis, the Company shall make reasonable efforts to make the policies available for the employees to access them.

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27. Any violation of the terms and conditions contained in this letter and the Company's rules, regulations and policies can render your employment liable to be terminated.

28. While you are being appointed in the current role and function, you may be called upon to perform such other duties or take on such other responsibilities in the interest of the business and priorities of the Company, which the management believes are well within your capabilities and of which the management will be the sole judge. In this regard, it is further clarified that with ever changing scene of technology, office automation, administrative procedure, you will undertake to adapt new methods of working with the use of modern or modified equipment, tools etc. of work as dictated by the circumstances of the Company's business in a competitive environment.

29. Your continuance in the employment of the Company is subject to your remaining physically and mentally fit for the purpose of the job. As and when required by the management, you will submit yourself to medical examination at the cost of the Company by a physician appointed by the Company for the purpose.

30. You hereby agree for collection and storage of your personal health information obtained/collected by the company during your employment. You further authorize the company for disclosing/ sharing of such information as laid out in the Employee Wellness Policy of the company, which has been designed for the purpose of wellness program and medical/health benefits being initiated for the employees from time to time. You have the choice to OPT out of the Wellness program which once decided, the employee agrees to keep the company informed in writing."

31. During your employment with the Company you shall not take up any other employment or activity, whether for or without consideration, that may be a conflict with your responsibilities as an employee of the Company and shall devote your full time and attention to the employment with the Company. Amongst others you will not contest election to any legislature or local body without the previous specific permission of the employer in writing.

32. You will keep us informed of any changes in your residential address (Current and Permanent), or any other personal particulars relevant to your employment e.g. change in name, addition of further professional qualifications etc.

33. You give your consent and irrevocable authorization to the Company: (i) to share and disclose the information relating to your current and previous employment and academic credentials with any person, vendors or any other authority or any third party, engaged by the Company to obtain such information as is required for the purpose of proper background check and verification, both during and after your term of employment; (ii) to provide a reference check covering your employment with the Company, including sharing the cause of your exit from the Company to any third party or

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repository agency conducting a reference check on behalf of any other employer or agency, as may approach it either during or post your exit from the Company; and (iii) to share your details or any other information pertaining to your employment with any Government authority and agency, pursuant to a request received for the same both during and post your exit from the Company.

34. During your employment the employer may also ask you for proof of date of birth, nationality, education, prior employment documents and proof or relationship with any nominees in any statutory or other benefit plans provided by the Company, etc. which have to be submitted by you within a stipulated timeline as required by the Company. The employer will store these documents in electrical / physical format as deemed fit or relevant.

35. The terms of this appointment shall be governed by and construed in accordance with the laws of India. Any dispute arising between the employee and the Company shall be resolved through arbitration by a sole arbitrator appointed by the Company. The arbitration shall be conducted in accordance with the Arbitration and Conciliation Act, 1996, as amended from time to time. The language of arbitration shall be English and venue shall be Mumbai. The courts in Mumbai will have jurisdiction in relation to and issue arising out of the said arbitration.

36. (i) This appointment is contingent upon:

    (a) Satisfactory results of the pre-employment medical check-up and satisfactory reference checks, background verifications, verification of educational qualifications and past employment records.
    (b) All information, facts and figures provided by you to the company's representatives at any point in time, being accurate and true.
    (c) (c)Your acceptance of the above terms and conditions.

    (ii) The Company reserves the right to terminate your employment forthwith, without any notice period or payment in lieu of notice, in case any information provided by you or your references turns out to be false or incorrect.
    (iii) You are requested to provide us a copy of this appointment letter signed by you as an indication of your acceptance.

for
Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Aditya Birla Health Insurance Co. Ltd.

ADITYA BIRLA CAPITAL
HEALTH INSURANCE

We wish you an enjoyable and rewarding association with **Aditya Birla Health Insurance Company Limited**.

Yours Sincerely,

For & on Behalf of **Aditya Birla Health Insurance Company Limited**

Authorized Signatory

(Name & Designation)

I have read and understood all provisions relating to my employment with the organization and I accept all the terms and conditions mentioned in the same.

_____

Name: Khushboo Thakur

Date:

for
Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Aditya Birla Health Insurance Co. Ltd.

ADITYA BIRLA CAPITAL
HEALTH INSURANCE

Annexure- A

Name	**Khushboo Thakur**		
Effective Date	**7th April 2025**	**Business**	**Aditya Birla Capital Limited**
Job Band	**11**	**Business Unit**	**Aditya Birla Health Insurance Co Ltd**
Designation	**Assistant Manager**	**Department**	**Ops - Provider Network**
Role	**Assistant Manager**	**Performance Review Year**	**April to March**
Location of Posting	**One ABC-Thane-Gcorp**	**Compensation Review Year**	**July to June**
Reporting To	**Pooja Banduji Sambhalwar**	**Next Compensation review date**	**01-Jul-2026**

	Per MONTH	Per ANNUM	Remarks
Salary		**2,45,000**	
Basic Salary	20,417	2,45,000	This is paid on a monthly basis. Retirement benefits are linked to it.
Allowances/ Reimbursements		**2,91,316**	
Leave Travel Allowance	-	8,000	This covers reimbursement for travel on leave within India. It is governed by the Income Tax Act where one can take tax exemptions twice in a block of four years as per guidelines
Education Allowance	200	2,400	This is paid on a monthly basis.
Special Allowance	22,010	2,64,116	This is paid on a monthly basis.
Advance against statutory bonus	1,400	16,800	Applicable to employees having basic salary less than or equal to INR 21,000 per month. This paid on a monthly basis.
Guaranteed Cash		**5,36,316**	
Retirement Benefits		**41,185**	
Provident Fund (12% of Basic) - Employer Contribution	2,450	29,400	The employer contributes to the extent of 12% of basic salary or Rs. 21600 whichever is higher.
Gratuity (15 days Basic)	982	11,785	This is governed by the Payment of Gratuity Act.
National Pension Scheme	-	-	NPS (Optional) - The National Pension System (NPS) is a voluntary retirement scheme. 5% of Basic Salary will be contributed in National Pension Scheme & employee has an option to increase contribution up to a maximum of 10% of Basic Salary. Employee also has an option to opt out of the NPS. In case of opt out, the said amount will be added to special allowance.
Fixed Compensation w/o housing		**5,77,500**	
Housing		**1,22,500**	
HRA	10,208	1,22,500	This is calculated @ 50% of Basic Salary. This amount is paid as a part of the monthly salary
Fixed Compensation		**7,00,000**	
Annual Incentive Plan (AIP)		1,05,000	This is a performance linked pay plan as applicable to your role. This amount is the target pay on achievement of 100% of the target set for individual, function and organization collectively. The amount indicated here is for a performance period of 12 months i.e. for the period from April to March for the financial year . The actual payout will vary due to performance levels and period worked in the performance period by the concerned employee
Cost to Company		**8,05,000**	

Notes:
- Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

Aditya Birla Health Insurance Co. Ltd.

ADITYA BIRLA CAPITAL
HEALTH INSURANCE

Employee Protection and Wellness Benefits / Perks not Valued Employee and family care have been core to our belief. We enrich the lives of our employees and their families by offering protection and wellness solutions that cover physical and emotional wellbeing. Key Benefits are summarized for your ready reference. We encourage you to know more about these benefits and utilize them to enrich your life and the lives of your family members. Below information is indicative and subject to change from time to time.		
Mobile Phone	Yes	Rental and official calls (For VIL subscriptions only).
Group Medical Insurance - Base	INR 500,000	The Group Medical Insurance provides a Base cover of INR 500,000 for a family of 6 including Parents / Parents-in-law (as chosen by the employee). This is a Co-Pay policy.
Group Medical Insurance - Top up / Top	INR 200,000 to INR 2,500,000	Employees have the option to choose Top up cover ranging from INR 2 lacs to INR 25 lacs with the default option being INR 3 lacs. The "Top Up" plan is voluntary and fully paid for by the employee. On opting for Top-up there is a waiver of premium Co-Pay on the Base Cover as defined in the policy.
Group Accident Insurance	30,00,000	The Group Accident Insurance provides for compensation in the event of accidental death or disablement. The entire premium is borne by the organization.
Nishchint	10,00,000	Nishchint is a voluntary life insurance benefit. The amount is indicative as per your current Job band, subject to your enrolment at the time of policy renewal. Employees will be charged a premium at 25% of total premium rates (subject to maximum of INR 60,000) and company will pick up the remaining costs.
Integrated Personal Health Care Programme		
Health Assessment	As per Policy	Wellness Assurance Policy provides for preventive health check-up for employees at regular intervals. The frequency and tests have been decided keeping in mind the age-related risks. 1)Employees in the age group 35 and below are eligible for one Health Check up every 3 years. 2)Employees in the age group 36 – 45 are eligible for one Health Check up every 2 years. 3)Employee in the age group above 45 and employees in JB 5 and above (irrespective of the age) are eligible for Health Check up every year. Employees are encouraged to undergo an annual basic health assessment through our digital partner or plant hospital as applicable. Details as mentioned below in the Digital Health and Wellbeing App section.
Life Unlimited	As per Policy	Emotional well-being is as important as physical well-being. Through Life Unlimited, we have tie-ups with reputed partners who offer confidential counselling services and resources that help navigate through difficult situations and build resilience. These are meant for you and your family members.
Digital Health and Wellbeing App	INR 1,500	Wellness Benefit is being offered for enabling a healthier lifestyle and to provide support to you to monitor and improve your vital health parameters. We encourage you to undertake the regular health check-up/ assessments provided by the company and download the Digital Health and Wellbeing App to avail all other wellness offerings.
Retirement Benefits		
Gratuity	As per Policy	The Gratuity is payable at the time of separation with a continuous service of 5 years or more. The Payout is based on 15 days' Basic Salary for every completed year of service. The Gratuity benefit on Retirement is as follows. 1. More than 5 and up to 10 years - 15 days of last drawn basic salary per completed year of service 2. More than 10 and up to 15 years - 21 days of last drawn basic salary per completed year of service 3. More than 15 years - 1 month of last drawn basic salary per completed year of service
National Pension Scheme	As per Policy	Employees have an option to opt for Contribution to National Pension Scheme up to a maximum of 10% of Basic Salary. Also, Employees can transfer the accumulations under the existing Superannuation Fund account to the National Pension Scheme.

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Aditya Birla Management Corporation Private Limited and is used by
Aditya Birla Health Insurance Co. Limited under licensed user agreements(s)

Registered Office:
One World Centre, Tower 1, 9th Floor,
Jupiter Mill Compound, 841, Senapati Bapat Marg,
Elphinstone Road, Mumbai, Maharashtra - 400 013.
CIN: U66000MH2015PLC263677
IRDAI Registration No.153

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

HEALTHARK

Date: 25th Nov 2024

Dear Aditi Guglani,

Sub: Offer Letter

Thank you for exploring career opportunities with **Healthark Wellness Solutions LLP** (referred to as "Healthark Insights" subsequently in the document). You have successfully completed our selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Consultant.** Your salary including all the benefits will be **INR 8,18,918** per annum, as per the terms and conditions set out herein.

Kindly Accept the Offer Letter within one day of receipt of the offer. Also, you are hereby requested to join us starting by **19th Jun 2025.**

Compensations and benefits:

1. **Working Hours**

   You will be working from the office (On-Site) for 5 days a week [Monday to Friday full-time]. However, we may occasionally schedule additional sales events, seminars, or meetings during the weekend. The regular working hours will be 10:00 a.m. to 7:00 p.m. All employees will be required to work in shifts and/or extended hours as permitted by law. You may be required to work beyond your existing working hours depending upon the business requirements/exigencies from time to time.

2. **Compensation Structure/Salary Benefits**

   The Compensation structure and salary components are subject to change as per the company's policy from time to time as its sole discretion.

3. **Probation Period**

   We will keep you on a three-month probation period during which we will gauge your performance and upon completion, both the parties will mutually agree if the employment should be made permanent or not.

4. **Alternative Occupation/Employment**

   Either during the period of your probation or during the period of your employment as a confirmed employee of Healthark Insights you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of Healthark Insights.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

5. **Confidentiality Agreement**

   As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of Healthark Insights and its clients.

6. **Intellectual Property Rights**

   That all the intellectual property rights relating to the work done or created by you including all material development, seminars and presentations, designing of marketing material, development of website, lecture notes etc. during the course of this contract with the company solely and exclusively vest with the company in perpetuity and the company shall have the sole and exclusive right to utilize any or all of them. The Intellectual Property in relation to this clause shall also cover the intellectual properties of Company's clients/vendors/contractors/employees etc

7. **Notice Period**

   You will be required to give at least a Three-months notice period failing which you are required to pay an equivalent salary amount as compensation to the company. Furthermore, Healthark Insights reserves the right to ask the candidate to complete your notice period.

8. **Submission of Documents**

   At the time of joining, a photocopy of the following documents should be submitted:
   - Permanent Account Number (PAN) card Aadhar Card, Driving License, Passport, and Election ID
   - Degree Certificate and Postgraduate degree certificate
   - 4 photographs
   - Relieving letter & Last Three Month's Salary Slips from your last employer.

We look forward to having you in our team.

Sincerely,
Amol Pandya
HR Manager
Healthark Insights

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

HEALTHARK

Appendix – I

Components	Amount Per Month (INR)	Amount Per Annum (INR)
A. Fixed		
Basic	25,000	3,00,000
HRA	12,500	1,50,000
Special Allowance	10,550	1,26,600
Total Gross Salary (A)	**48,050**	**5,76,600**
B. Deductions		
Provident Fund – Employee Contribution	1,800	21,600
Professional Tax	200	2,400
Total Deductions (PF+PT) (B)	**2,000**	**24,000**
Net Salary (Gross-Total Deductions) (A-B)	**46,050**	**5,52,600**
C. Fixed Bonus		
Retention Bonus *		2,00,000
Total Fixed Bonus (C)		**2,00,000**
D. Other		
Employer PF contribution (with admin charges)	1950	23,400
Medical Insurance Premium **		4,488
Gratuity ***		14,430
Total Other Components (D)	**1,950**	**42,318**
Total Cost to Company (CTC) (A+C+D)	**50,000**	**8,18,918**

Tax Deducted at Source (TDS) and / or Professional Tax will be deducted from the offered CTC as per Government rules

* A one-time component of INR 1,00,000 will be disbursed to the employee upon completing the first year with the company, and the remaining INR 1,00,000 will be paid out after the completion of the second year of employment.

** Current medical cover is INR 5 lacs with the insurer's terms & conditions. The cost of medical insurance couldchange depending on Insurance regulations & company's insurance partner

*** Gratuity will be computed and disbursed in accordance with government regulations, with a maximum cap of 20 lakhs as per the government guidelines.

Note - You are expected to refrain from sharing your compensation details with other employees, as doing so violates the Company's ethical standards. Non-compliance with this guideline may lead to strict disciplinary actions.

Sincerely,
Amol Pandya
HR Manager
Healthark Insights

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

HEALTHARK

Date: 25th Nov 2024

Dear Ipsita Panigrahi,

Sub: Offer Letter

Thank you for exploring career opportunities with **Healthark Wellness Solutions LLP** (referred to as "Healthark Insights" subsequently in the document). You have successfully completed our selection process and we are pleased to make you an offer.

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Kindly Accept the Offer Letter within one day of receipt of the offer. Also, you are hereby requested to join us starting by **19th Jun 2025.**

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1. **Working Hours**

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4. **Alternative Occupation/Employment**

   Either during the period of your probation or during the period of your employment as a confirmed employee of Healthark Insights you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of Healthark Insights.

for
Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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Sincerely,
Amol Pandya
HR Manager
Healthark Insights

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HEALTHARK

Appendix – I

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The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Sincerely,
Amol Pandya
HR Manager
Healthark Insights

HEALTHARK

Date: 25th Nov 2024

Dear Mahak Yadav,

Sub: Offer Letter

Thank you for exploring career opportunities with **Healthark Wellness Solutions LLP** (referred to as "Healthark Insights" subsequently in the document). You have successfully completed our selection process and we are pleased to make you an offer.

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Sincerely,
Amol Pandya
HR Manager
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HEALTHARK

Appendix – I

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Sincerely,
Amol Pandya
HR Manager
Healthark Insights

HEALTHARK

Date: 25th Nov 2024

Dear Rabjot Kaur Chawla,

Sub: Offer Letter

Thank you for exploring career opportunities with **Healthark Wellness Solutions LLP** (referred to as "Healthark Insights" subsequently in the document). You have successfully completed our selection process and we are pleased to make you an offer.

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Amol Pandya
HR Manager
Healthark Insights

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HEALTHARK

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Sincerely,
Amol Pandya
HR Manager
Healthark Insights

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
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HEALTHARK

Date: 25th Nov 2024

Dear Sargam Peshin,

Sub: Offer Letter

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Compensations and benefits:

1. **Working Hours**

   You will be working from the office (On-Site) for 5 days a week [Monday to Friday full-time]. However, we may occasionally schedule additional sales events, seminars, or meetings during the weekend. The regular working hours will be 10:00 a.m. to 7:00 p.m. All employees will be required to work in shifts and/or extended hours as permitted by law. You may be required to work beyond your existing working hours depending upon the business requirements/exigencies from time to time.

2. **Compensation Structure/Salary Benefits**

   The Compensation structure and salary components are subject to change as per the company's policy from time to time as its sole discretion.

3. **Probation Period**

   We will keep you on a three-month probation period during which we will gauge your performance and upon completion, both the parties will mutually agree if the employment should be made permanent or not.

4. **Alternative Occupation/Employment**

   Either during the period of your probation or during the period of your employment as a confirmed employee of Healthark Insights you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of Healthark Insights.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

5. **Confidentiality Agreement**

   As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of Healthark Insights and its clients.

6. **Intellectual Property Rights**

   That all the intellectual property rights relating to the work done or created by you including all material development, seminars and presentations, designing of marketing material, development of website, lecture notes etc. during the course of this contract with the company solely and exclusively vest with the company in perpetuity and the company shall have the sole and exclusive right to utilize any or all of them. The Intellectual Property in relation to this clause shall also cover the intellectual properties of Company's clients/vendors/contractors/employees etc

7. **Notice Period**

   You will be required to give at least a Three-months notice period failing which you are required to pay an equivalent salary amount as compensation to the company. Furthermore, Healthark Insights reserves the right to ask the candidate to complete your notice period.

8. **Submission of Documents**

   At the time of joining, a photocopy of the following documents should be submitted:
   - Permanent Account Number (PAN) card Aadhar Card, Driving License, Passport, and Election ID
   - Degree Certificate and Postgraduate degree certificate
   - 4 photographs
   - Relieving letter & Last Three Month's Salary Slips from your last employer.

We look forward to having you in our team.

Sincerely,
Amol Pandya
HR Manager
Healthark Insights

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

HEALTHARK

Appendix – I

Components	Amount Per Month (INR)	Amount Per Annum (INR)
A. Fixed		
Basic	25,000	3,00,000
HRA	12,500	1,50,000
Special Allowance	10,550	1,26,600
Total Gross Salary (A)	**48,050**	**5,76,600**
B. Deductions		
Provident Fund – Employee Contribution	1,800	21,600
Professional Tax	200	2,400
Total Deductions (PF+PT) (B)	**2,000**	**24,000**
Net Salary (Gross-Total Deductions) (A-B)	**46,050**	**5,52,600**
C. Fixed Bonus		
Retention Bonus *		2,00,000
Total Fixed Bonus (C)		**2,00,000**
D. Other		
Employer PF contribution (with admin charges)	1950	23,400
Medical Insurance Premium **		4,488
Gratuity ***		14,430
Total Other Components (D)	**1,950**	**42,318**
Total Cost to Company (CTC) (A+C+D)	**50,000**	**8,18,918**

Tax Deducted at Source (TDS) and / or Professional Tax will be deducted from the offered CTC as per Government rules

* A one-time component of INR 1,00,000 will be disbursed to the employee upon completing the first year with the company, and the remaining INR 1,00,000 will be paid out after the completion of the second year of employment.

** Current medical cover is INR 5 lacs with the insurer's terms & conditions. The cost of medical insurance couldchange depending on Insurance regulations & company's insurance partner

*** Gratuity will be computed and disbursed in accordance with government regulations, with a maximum cap of 20 lakhs as per the government guidelines.

Note - You are expected to refrain from sharing your compensation details with other employees, as doing so violates the Company's ethical standards. Non-compliance with this guideline may lead to strict disciplinary actions.

Sincerely,
Amol Pandya
HR Manager
Healthark Insights

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

HEALTHARK

Date: 25th Nov 2024

Dear Sakshi Tapadia,

Sub: Offer Letter

Thank you for exploring career opportunities with **Healthark Wellness Solutions LLP** (referred to as "Healthark Insights" subsequently in the document). You have successfully completed our selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Consultant.** Your salary including all the benefits will be **INR 8,18,918** per annum, as per the terms and conditions set out herein.

Kindly Accept the Offer Letter within one day of receipt of the offer. Also, you are hereby requested to join us starting by **19th Jun 2025.**

Compensations and benefits:

1. **Working Hours**

   You will be working from the office (On-Site) for 5 days a week [Monday to Friday full-time]. However, we may occasionally schedule additional sales events, seminars, or meetings during the weekend. The regular working hours will be 10:00 a.m. to 7:00 p.m. All employees will be required to work in shifts and/or extended hours as permitted by law. You may be required to work beyond your existing working hours depending upon the business requirements/exigencies from time to time.

2. **Compensation Structure/Salary Benefits**

   The Compensation structure and salary components are subject to change as per the company's policy from time to time as its sole discretion.

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   We will keep you on a three-month probation period during which we will gauge your performance and upon completion, both the parties will mutually agree if the employment should be made permanent or not.

4. **Alternative Occupation/Employment**

   Either during the period of your probation or during the period of your employment as a confirmed employee of Healthark Insights you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of Healthark Insights.

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Sanganer Airport, Jaipur-302029

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6. **Intellectual Property Rights**

   That all the intellectual property rights relating to the work done or created by you including all material development, seminars and presentations, designing of marketing material, development of website, lecture notes etc. during the course of this contract with the company solely and exclusively vest with the company in perpetuity and the company shall have the sole and exclusive right to utilize any or all of them. The Intellectual Property in relation to this clause shall also cover the intellectual properties of Company's clients/vendors/contractors/employees etc

7. **Notice Period**

   You will be required to give at least a Three-months notice period failing which you are required to pay an equivalent salary amount as compensation to the company. Furthermore, Healthark Insights reserves the right to ask the candidate to complete your notice period.

8. **Submission of Documents**

   At the time of joining, a photocopy of the following documents should be submitted:
   - Permanent Account Number (PAN) card Aadhar Card, Driving License, Passport, and Election ID
   - Degree Certificate and Postgraduate degree certificate
   - 4 photographs
   - Relieving letter & Last Three Month's Salary Slips from your last employer.

We look forward to having you in our team.

Sincerely,
Amol Pandya
HR Manager
Healthark Insights

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

HEALTHARK

Appendix – I

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Net Salary (Gross-Total Deductions) (A-B)	**46,050**	**5,52,600**
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** Current medical cover is INR 5 lacs with the insurer's terms & conditions. The cost of medical insurance couldchange depending on Insurance regulations & company's insurance partner

*** Gratuity will be computed and disbursed in accordance with government regulations, with a maximum cap of 20 lakhs as per the government guidelines.

Note - You are expected to refrain from sharing your compensation details with other employees, as doing so violates the Company's ethical standards. Non-compliance with this guideline may lead to strict disciplinary actions.

Sincerely,
Amol Pandya
HR Manager
Healthark Insights

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Jeevani Khandelwal

From: Harshita <harshita09@infosys.com>
Sent: 29 November 2024 07:15 PM
To: Vinod Tejwani
Cc: Pranjal Dixit; Raveena .; N Satheeshkanna; Anita Thapa
Subject: INFOSYS :: IIHMR | Offers | Final Placements | 2024-25

Importance: High

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Team,

Please find below the details for the selected candidates:

S. No.	Name	Candidate Mail Id	Unit	Job Role	CTC (in LPA)
1	Sanskruti Prashant	sanskrutigujar@gmail.com	HILHC	Associate Consultant	8.5
2	Khushal Sharma	khushal09012000@gmail.com	HILHC	Associate Consultant	8.5
3	Sunaina Manoj	sunainabatra2607@gmail.com	HILHC	Associate Consultant	8.5
4	Anjum Naaz	naazanjum00@gmail.com	LS	Analyst- Business Consulting	9

Kindly extend our congratulations to the offered candidates. We look forward to onboarding them soon at Infosys!

Please note:

- These offers are extended subject to the information provided by candidates on their application forms on the day of the selection process. Any intentional or unintentional falsification of this information, if identified at a later stage, may lead to offer cancellation.
- Selected candidates should have no location constraints.
- Please advise all candidates to maintain their final CGPA/percentage marks at par with (or higher than) their CGPA on the day of the selection process, as mentioned in their application forms.
- Work experience for candidates has been considered based on the below factors only, in case at a later stage if any discrepancy is found in the BGV, the same will impact the CTC for the candidates.

Kindly share the relevant updated documents(Application form and work-experience documents) as discussed in HR Discussion with the candidates and resume of all selected candidate in zip folder by tomorrow 2:00 PM.

For candidate's prior work experience, it is mandatory to have below documents:

- Salary must be getting credited in a bank account every month.
- Form 16 for the period should be available.
- PF account should be there.

In response to this mail, request you to share an explicit consent of offer acceptance by all offered candidates with an understanding that these candidates will no longer be a part of any other placement process at your institute.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Would like to sincerely thank you for all the warmth & support extended to us in conducting the event smoothly. We look forward to a long and enduring relationship with your institute.

Warm Regards

Harshita
Senior Associate Lead – Talent Acquisition
Infosys
Navigate your next

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Solenis™

11 March 2025

Dr. Jyotsna
Delhi/ NCR

Dear Jyotsna,

We are pleased to offer you the role of 'Associate Territory Manager' at Solenis, basis the following terms and conditions:

TERMS AND CONDITIONS

1. Your Total CTC (cost to company) at Solenis will be '**INR 854373**'
2. As a part of this new role, you will be based at '**Delhi/ NCR**' and will be reporting to '**Sumit Mendiratta – Regional Sales Manager**'
3. The Company reserves the rights to assign you work anywhere in India as and when required subject to Business requirement.
4. You will be initially placed on a probation period of six-month probation with an annual emolument as discussed and mutually agreed between you and Solenis.
5. On conclusion of probation period, there will be an appraisal of your performance and if found satisfactory, you would be accorded status of a permanent employee.
6. A formal letter of appointment will be issued to you after your joining the organization.
7. **Please note that if any of your credentials including employment information, compensation details, qualification documents or testimonials etc., as shared by you at the time of interview or during onboarding process, are found to be incorrect, inaccurate or insufficient, during our background check, will attract disciplinary actions against you. And the same will lead to immediate revoking of the offer and employment contract, irrespective of your employment status with us.**
8. This offer is valid for joining on or before the **22nd April 2025**.

Kind regards,

Radhika Anand
Radhika Anand
India HR Leader & HRBP GSS

I AGREE AND ACCEPT
Name : DR. JYOTSNA
Signature: Jyotsna 17/3/25

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Solenis™

OFFER DETAILS

- FULL NAME : Jyotsna
- DESIGNATION : Associate Territory Manager
- BUSINESS UNIT/FUNCTION : Healthcare
- LOCATION : Delhi/ NCR
- GRADE : 11 / IN11

Components	(in INR) Monthly	(in INR) Annually
Basic	22000	264000
House Rent Allowance	11000	132000
Special Allowance	13567	162809
Conveyance Allowance	1600	19200
Leave travel Assistance	1833	21991
Total Gross (1- 5)	**50000**	**600000**
PF*	2640	31680
Gratuity**		12693
Total Retirals (7- 8)		**44373**
Sales Incentive***		210000
CTC (A+B+C) Annual		**854373**

- *Employer contribution @ 12% of Annual Basic Salary.
- **Applicable after completion of continuous 5 years of service.
- ***Sales Incentive payout will be based on performance achievement as per the Sales Incentive Program, the value given in the above CTC template reflects payout on 100% achievement on Sales Incentive KPIs.
- This Payout can vary from 0 to 2X of the indicated value based on achievement on KPIs as per the Sales Incentive Program.
- The Payout for the same will be governed by the Sales Incentive Program guidelines for the performance year.
- Refer to annexure for other benefits will be as per the company policy and will be over and above CTC.

Kind Regards,

Radhika Anand

Radhika Anand
India HR Leader & HRBP GSS

Jyotsna
17/1/25

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Jeevani Khandelwal

From: Harshita <harshita09@infosys.com>
Sent: 29 November 2024 07:15 PM
To: Vinod Tejwani
Cc: Pranjal Dixit; Raveena .; N Satheeshkanna; Anita Thapa
Subject: INFOSYS :: IIHMR | Offers | Final Placements | 2024-25

Importance: High

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Harshita
Senior Associate Lead – Talent Acquisition
Infosys
Navigate your next

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The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Ramavatar Saini

From: Vinod Tejwani
Sent: 28 April 2025 22:40
To: Anita Thapa; Sakshi Pawar
Subject: Fw: Infosys :: Joining Details_DCG | 19th May'25

Sent from Outlook for Android

From: Sunaina Batra <sunainabatra2607@gmail.com>
Sent: Monday, April 28, 2025 6:42:03 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Simran Randhawa <simranrandhawa.hm28@iihmr.in>; Shayna <shayna.pm15@iihmr.in>
Subject: Fwd: Infosys :: Joining Details_DCG | 19th May'25

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

---------- Forwarded message ---------
From: **Raveena .** <raveena02@infosys.com>
Date: Mon, 28 Apr, 2025, 5:54 pm
Subject: Infosys :: Joining Details_DCG | 19th May'25
To:
Cc: Pranjal Dixit <pranjal.dixit01@infosys.com>, Harshita <harshita09@infosys.com>, Sheetal Sonam Minz <sheetal.2179946@infosys.com>

Dear Infoscion-to-be,
This is to update you on the details regarding your joining:

- Your DOJ is **19th May'25** and the training location is **Pune.** Your complete DC location address will be reflected in the offer letter.
- The **joining location for induction and training is** – Pune, please note this is the training location and post the training you will be receiving your final base location
- If you have not received your offer letter yet, please note we are in the process of releasing the offer letters. You will receive it **within 10 days.**
- Your accommodation **will be raised by the team for entire training duration including induction** and you need not raise it yourself.
- **Your Accommodation Request Number: - will share shortly.** You can avail accommodation only from 1 day prior to your DOJ.
- You will receive the agenda for induction one day prior to your joining
- If your experience has been considered, UAN check is mandatory. **You will receive an email from Digi Verifier post offer release for this.** Kindly complete the verification without fail
- Post the offer release, you have to upload all marksheets available with you along with the degree certificate for both graduation and post-graduation. If you have not received the degree yet for PG,

Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

you can **upload a bonafide certificate from the college confirming that you have completed the course. Please note that without this the onboarding will not take place.**

- All documents only need to be uploaded on launchpad
- For any other queries, please feel free to write back to us and keep (pranjal.dixit01@infosys.com, sheetal.2179946@infosys.com, harshita09@infosys.com) in CC.

Please only drop emails for all your queries.

Regards,
Raveena Khanna

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Zoho Sign Document ID: 312D5331-IDLD1T1SQNQ_NPEFQ1Y2TNUXNYQXX4JMN2CU1TUCLE4

PharmaACE

OFFER OF EMPLOYMENT

(STRICTLY PRIVATE AND CONFIDENTIAL)

24 December 2024

Dear Eshika Jadon,

Congratulations!

We are delighted to formally offer you the position of **Trainee Analyst** at PharmaACE, India.

PharmaACE has a unique philosophy of collaborating with the best people and delivering excellence to our clients for their most critical business problems. We believe in a culture of learning, self-improvement, and honing expertise and thereby driving quality from our employees.

Joining Details:

1. **Start Date:** If you accept this offer, your start date will be **Monday, 10th March 2025.**

2. **Compensation**:

2.1 **Salary**: Your annual gross salary will be **INR 4,70,000**, inclusive of your basic, fixed allowances and provident fund contributions, which will be remitted monthly.

Details of the compensation break up and office specific benefits are shared in **Annexure A**.

All bonuses are determined at the discretion of PharmaACE and are subject to any standard withholding taxes.

2.2 **Retirals:** Provident Fund and Gratuity will be as per rules.

2.3 **Insurance**: Company offers Group Medical Insurance for a floater sum of Rupees Three Lakhs only covering you, your spouse & 2 children (under the age of 25 years), if applicable.

2.4 **Leaves**: Confirmed employees are entitled to 20 Earned leaves, 6 Optional leaves and 4 Core Holidays, a total of 30 leaves annually. There is no carry forward or encashment of leaves. Leaves will be credited to the employee account on a pro-rata basis from the date of Joining.

2.5 **Work from Home**: WFH option is available only to confirmed employees and is subject to manager's approval.

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

EJ

Zoho Sign Document ID: 312D5331-IDLD1T1SQNQ_NPEFQ1Y2TNUXNYQXX4JMN2CU1TUCLE4

3. Appraisals

PharmaACE has its Annual Appraisal Cycle in October of each year and the Annual Performance Bonus cycle in March of each year. On confirmation, campus joiners will be eligible to participate in the performance bonus cycle of the next calendar year. Campus joiners will not be participating in appraisal cycles in the calendar year of their joining.

4. Additional Details:

Following are the details of the logistics for your successful onboarding at PharmaACE:

4.1 **Orientation & Training**: At PharmaACE, all new hires participate in a virtual/office-based Induction program to acquaint themselves with our culture and way of working. We have a blended learning program comprising of Instructor Led Trainings and Self-Paced Trainings hosted on our LMS. This is specifically designed to empower you with the right skillsets and to equip you with the right business acumen.

4.2 **Start Date Formalities**: This offer is subject to verification of original certificates of educational qualifications and other documents listed below.

1. Relieving Letter and Offer Letter from all the previous employers (if any)
2. Salary slips or salary certificate from most recent employer (if any)
3. Experience Certificate from all previous employers (if any)
4. Proof of Academic Qualification
    - 10th & 12th degree and mark sheets
    - Undergraduate and master's degree certificates and mark sheets
    - Other qualifications - certificates (if any)
5. Proof of identity: PAN and Aadhar Card
6. Passport copy
7. Current and Permanent Address Proof
8. Passport size Photograph

4.3 **Probation:** You will be on probation for a period of Six (6) months, from the date of joining. You will receive a written confirmation letter on successful completion of the said probationary period.

4.4 **Transferability:** Your initial place of posting can be at any of the locations within India from where PharmaACE operates. After joining too, if needed, at a later date, you may be asked to transfer from one location to another, anywhere in India/outside India.

4.5 **Notice Period**

a. During the probationary period or post confirmation, employer can terminate the employment at any given point of time with immediate effect without salary in lieu of notice, in case of non-performance by the employee or in case of any misconduct including but not limited to, fraudulent, dishonest or undisciplined conduct, or breach of integrity, or embezzlement, or misappropriation or misuse by you of PharmaACE property, or

EJ

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
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Zoho Sign Document ID: 312D5331-IDLD1T1SQNQ_NPEFQ1Y2TNUXNYQXX4JMN2CU1TUCLE4

insubordination or failure to comply with the directions given to you by persons so authorized, or your insolvency or conviction for any offence involving moral turpitude, or breach by you of any terms of this Agreement or the policies of PharmaACE or other documents or directions of PharmaACE, or redundancy of your post in PharmaACE, or upon you conducting yourself in a manner which is regarded by PharmaACE as prejudicial to its own interests or to the interests of its clients.

b. During the probationary period, employee can terminate the employment by giving two months notice or two months salary in lieu of notice.

c. Post confirmation employee can terminate the employment by giving three months notice.

d. Employee will not be eligible for any appraisal/variable bonus payout if on Notice period.

5. You will treat matters pertaining to the company's business interests with utmost confidentiality and such confidentiality must be maintained during your employment with the company and thereafter.

6. During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and other matters as may be framed by the company from time to time.

7. In the event of any dispute related to your employment, the matter shall be referred to a sole arbitrator appointed by the Company/ Employer and the same shall be adjudicated upon by such arbitrator by arbitration at the company's location at Pune, in accordance with the Arbitration and Conciliation Act, 1996. The arbitrator appointed by the Employer will serve as a neutral third party, and the arbitral award if any passed will be final and binding on all the parties and that the fees for arbitration shall be borne in equal proportion by you and the Employer. The proceedings of the arbitration shall be conducted in English.

8. If arbitration is not agreed upon, any disputes arising from or related to this Offer shall be subject to the exclusive jurisdiction of the Courts in Pune, India.

Sincerely,

Ashima Kumar

Ashima Kumar

Head - Training & Development and Corporate Communications

PharmaACE

EJ

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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PharmaACE

Annexure A

Remuneration Details

Eshika Jadon **Trainee Analyst**

Salary Component	Per Annum (INR)	In words
Basic Salary	4,70,000	Rupees Four Lakhs Seventy Thousand Only
Performance Bonus *	43,000	Rupees Forty-Three Thousand Only
Retention Bonus **	3,00,000	Rupees Three Lakhs Only
Gratuity	32,000	Rupees Thirty-Two Thousand Only
Mediclaim (Notional)	15,000	Rupees Fifteen Thousand Only
Total CTC	**8,60,000**	Rupees Eight Lakhs Sixty Thousand Only
Income Tax, Professional tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.		

Gross Salary includes Basic Pay, HRA and other allowances, the details of which will be available in your payslip. Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

***Performance Bonus:** To be eligible for the performance bonus, you must be a confirmed employee and not be serving your notice period at the start of the performance appraisal process and also at disbursal time of the said bonus. This bonus is paid out in one instalment on the closure of financial cycle (pro-rata basis, if applicable). This may change, contingent on the company, group & individual performance.

****Retention Bonus:** The applicable Retention Bonus for each year, as outlined initially by the Offer Letter and in years 2 & 3 by the Appraisal letters, will be paid on a monthly basis in that year. If the employee resigns or gets terminated from the organization before 3rd year of their employment starting from the date of their confirmation, he/she will have to settle the Retention Bonus received until then.

As mentioned above, you will be entitled to Group Medical Insurance for a floater sum of Rupees Three Lakhs only. Details of the same would be furnished in the Appointment Letter.

Best Regards,

Ashima Kumar

Ashima Kumar

Head - Training & Development and Corporate Communications

PharmaACE

Accepted By:

Date: Dec 26 2024 16:27 IST

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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Annexure B

CONFIDENTIALITY AND NON-COMPETE AGREEMENT

A. During the employment period and for a period of 3 years post the last employment date, the employee agrees not to accept any job offer or apply to any jobs in the following companies as these companies compete directly with PharmaACE and its clients:

1. Merck & Co. including Merck India and all other affiliates
2. Aspect Ratio including all its affiliates
3. Novartis International AG including Novartis India and all other affiliates
4. IQVIA Health including all its affiliates
5. ZS Associates and all its affiliates
6. AXTRIA and all its affiliates
7. BMS and all its affiliates

B. During the Employment Period, the Employee may have access to or receive certain information about PharmaACE customers and their projects. All project related information, whether labelled such or not, is designated as Confidential. **Confidential Information** includes information related to PharmaACE and its client's financial statements, budgets and projections, customer identifying information, potential and intended customers, employers, products, computer programs, specifications, manuals, software, analyses, strategies, marketing plans, business plans, and other confidential information, provided orally, in writing, by drawings, or by any other media. The Employee will treat all information as confidential and will not disclose it to any third party. In addition, the Employee shall use due care and diligence to prevent the unauthorized use or disclosure of that information.

Best Regards,

Ashima Kumar

Ashima Kumar

Head - Training & Development and Corporate Communications

PharmaACE

Accepted By:

Date: Dec 26 2024 16:27 IST

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June 02, 2025

Dr. Eshvita Bhadoo
Saanidhya, Plot no. 2, Rameshwardham,
Dadika Phatak Road, Murlipura,
Jaipur, Rajasthan

Dear Eshvita,

On behalf of Jhpiego, I am delighted to confirm your acceptance of our offer for the position of "**Program Officer**" based at **Ferozepur, Punjab.** This is an exciting opportunity and I am confident that both you and Jhpiego will be benefitted from this association.

As agreed, you will be paid monthly salary based on an initial annual gross salary of Rs. **8,60,002**/- (Rupees Eight Lakh Sixty Thousand and Two only). Please refer to the salary break up below.

Salary Components	**Per Month**	**Per Annum**
Base Salary	39,346	4,72,152
House Rent Allowance (50% of base salary)	19,673	2,36,076
LTC	3,934	47,208
Special Allowance	3,935	47,220
Telephone Allowance	1,500	18,000
Gross Salary	**68,388**	
Bonus (One month's base salary a year)		39,346
Annual Gross salary		**8,60,002**

**If formally consented by the employee, Jhpiego will deduct 14% of Basic Salary from the special Allowance component and deposit it with the National Pension Scheme (NPS) on behalf of the employee.*

Your first day of employment in your new position will be on June 09, 2025 and will end on December 31, 2026. During the initial three (3) months' probationary period, the employee or Jhpiego may terminate employment by giving seven (7) days' notice, or wages in lieu of notice. Following the successful completion of the employee's probationary period, continued employment with Jhpiego is subject to the availability of funds from Jhpiego's donors, Jhpiego's determination of continuing need for the employee's services, and the employee's satisfactory performance and conduct. The employee's employment, therefore, may be terminated by Jhpiego for one or more of the above reasons by providing one (1) month's written notice or wages in lieu of notice. In general, Jhpiego hires employees to work on specific projects. This means that employment is contingent upon funding for that project. When a project ends or its funding is discontinued, Jhpiego may have to reassign its employees or terminate their employment.

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Below are the benefits that you are entitled to as a Jhpiego staff member in the India Country office. You will receive a detailed employment agreement on the date of joining

- Family Medical Insurance — As per Jhpiego policy
- Personal Accident Insurance — As per Jhpiego policy
- Group Life Insurance — As per Jhpiego policy
- Annual Leave — 10 hours per month
- Sick Leave — 8 hours per month
- Gratuity - if a staff has completed one year's continuous service, upon retirement, resignation, death or termination s/he will be entitled to Gratuity. Gratuity will be computed on the basis of 15 days salary for every completed year of service or part thereof in excess of six months, based on the rate of last drawn salary by the employee.

You will report to the State Program Officer who will be accountable for ensuring that you understand your job description, the expectations and standards for your performance and the criteria by which your work will be evaluated. The 3-month evaluation form will be used by your supervisor as a guide for these purposes to be completed on or about September 08, 2025.

Warm regards,

Amit Arun Shah

Dr. Amit Arun Shah
Country Director

I accept this position and agree to the employment conditions stated in this letter

_____ 3rd June 2025

Signature Date

Jhpiego India
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June 02, 2025

Ms. Farana Haque
Plot no: L-26 Rajeev Nagar,
Khatipura road, Jaipur,
Rajasthan.

Dear Farana,

On behalf of Jhpiego, I am delighted to confirm your acceptance of our offer for the position of "**Program Officer**" based at **Ferozepur, Punjab.** This is an exciting opportunity and I am confident that both you and Jhpiego will be benefitted from this association.

As agreed, you will be paid monthly salary based on an initial annual gross salary of Rs. **8,60,002**/- (Rupees Eight Lakh Sixty Thousand and Two only). Please refer to the salary break up below.

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Below are the benefits that you are entitled to as a Jhpiego staff member in the India Country office. You will receive a detailed employment agreement on the date of joining

- Family Medical Insurance — As per Jhpiego policy
- Personal Accident Insurance — As per Jhpiego policy
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- Annual Leave — 10 hours per month
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- Gratuity - if a staff has completed one year's continuous service, upon retirement, resignation, death or termination s/he will be entitled to Gratuity. Gratuity will be computed on the basis of 15 days salary for every completed year of service or part thereof in excess of six months, based on the rate of last drawn salary by the employee.

You will report to the State Program Officer who will be accountable for ensuring that you understand your job description, the expectations and standards for your performance and the criteria by which your work will be evaluated. The 3-month evaluation form will be used by your supervisor as a guide for these purposes to be completed on or about September 08, 2025.

Warm regards,

Amit Arun Shah

Dr. Amit Arun Shah
Country Director

I accept this position and agree to the employment conditions stated in this letter

Signature _____ Date _____

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June 02, 2025

Mr. Kajal Chowdhury
H.No-7, R.No-7, Near Kali Mandir,
Ramnagar, Sonari,
Purbi Singbhum,
Jharkhand, 831011.

Dear Kajal,

On behalf of Jhpiego, I am delighted to confirm your acceptance of our offer for the position of "**Program Officer**" based at **Ferozepur, Punjab.** This is an exciting opportunity and I am confident that both you and Jhpiego will be benefitted from this association.

As agreed, you will be paid monthly salary based on an initial annual gross salary of Rs. **8,60,002**/- (Rupees Eight Lakh Sixty Thousand and Two only). Please refer to the salary break up below.

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You will report to the State Program Officer who will be accountable for ensuring that you understand your job description, the expectations and standards for your performance and the criteria by which your work will be evaluated. The 3-month evaluation form will be used by your supervisor as a guide for these purposes to be completed on or about September 08, 2025.

Warm regards,

Amit Arun Shah

Dr. Amit Arun Shah
Country Director

I accept this position and agree to the employment conditions stated in this letter

Signature _____ Date _____

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June 02, 2025

Dr. Krishna P Menon
D-2/201, Pawan Hans Juhu Housing Complex,
Daulat Nagar, Santacruz (West),
Mumbai-400054.

Dear Krishna,

On behalf of Jhpiego, I am delighted to confirm your acceptance of our offer for the position of "**Program Officer**" based at **Ferozepur, Punjab.** This is an exciting opportunity and I am confident that both you and Jhpiego will be benefitted from this association.

As agreed, you will be paid monthly salary based on an initial annual gross salary of Rs. **8,60,002**/- (Rupees Eight Lakh Sixty Thousand and Two only). Please refer to the salary break up below.

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Warm regards,

Amit Arun Shah

Dr. Amit Arun Shah
Country Director

I accept this position and agree to the employment conditions stated in this letter

Signature _____ Date _____

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June 02, 2025

Mr. Mukesh Kumar Dudi
Vpo Bhattu Kalan,
District Fatehabad,
Haryana.

Dear Mukesh Kumar,

On behalf of Jhpiego, I am delighted to confirm your acceptance of our offer for the position of "**Program Officer**" based at **Ferozepur, Punjab**. This is an exciting opportunity and I am confident that both you and Jhpiego will be benefitted from this association.

As agreed, you will be paid monthly salary based on an initial annual gross salary of **Rs. 8,60,002/-** (Rupees Eight Lakh Sixty Thousand and Two only). Please refer to the salary break up below.

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on or about September 08, 2025.

Johns Hopkins University Affiliate

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CIN: F04130
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Warm regards,

Amit Arun Shah

Dr. Amit Arun Shah
Country Director

I accept this position and agree to the employment conditions stated in this letter

_____ _____

Signature Date

Jhpiego India
NSIC Office, 1 Floor, Level 5, Okhla, NSIC Phase 3, Metro Station Building, Shambhu Dayal Bagh, New Delhi 110017

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The IIHMR University
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June 02, 2025

Ms. Taniya Singh Butolia
Malviya Nagar,
Jaipur- 302017.

Dear Taniya Singh,

On behalf of Jhpiego, I am delighted to confirm your acceptance of our offer for the position of "**Program Officer**" based at **Ferozepur, Punjab.** This is an exciting opportunity and I am confident that both you and Jhpiego will be benefitted from this association.

As agreed, you will be paid monthly salary based on an initial annual gross salary of Rs. **8,60,002**/- (Rupees Eight Lakh Sixty Thousand and Two only). Please refer to the salary break up below.

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- Family Medical Insurance — As per Jhpiego policy
- Personal Accident Insurance — As per Jhpiego policy
- Group Life Insurance — As per Jhpiego policy
- Annual Leave — 10 hours per month
- Sick Leave — 8 hours per month
- Gratuity - if a staff has completed one year's continuous service, upon retirement, resignation, death or termination s/he will be entitled to Gratuity. Gratuity will be computed on the basis of 15 days salary for every completed year of service or part thereof in excess of six months, based on the rate of last drawn salary by the employee.

You will report to the State Program Officer who will be accountable for ensuring that you understand your job description, the expectations and standards for your performance and the criteria by which your work will be evaluated. The 3-month evaluation form will be used by your supervisor as a guide for these purposes to be completed on or about September 08, 2025.

Warm regards,

Amit Arun Shah

Dr. Amit Arun Shah
Country Director

I accept this position and agree to the employment conditions stated in this letter

Signature _____ Date _____

Jhpiego India
NSIC Office, 1 Floor, Level 5, Okhla, NSIC Phase 3, Metro Station Building, Shambhu Dayal Bagh, New Delhi 110017

T: +91 11 49575100
F: +91 11 49575129
CIN: F04130
Jhpiego.org

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

Sub: Offer Letter

Date:30-Apr-2025

Private & Confidential

Dear Abhishek Tanwar,

We take pleasure in inviting you to be a part of Financial Services, an the Aditya Birla Group Company.

Your journey, at Financial Services, begins with the position of "RM - PN (Ahmedabad) - AM". The details of your compensation and benefits are enclosed in the Annexure.

This position is based out of Ahmedabad - ICONIC Shyamal. The summary details are provided below:

- Job Band: 11
- Designation: Assistant Manager
- Function: Services Operations
- Reporting to Zonal Head - Provider Network

Terms and Conditions:

1. You will be on the rolls of Financial Services and all its employment conditions will be applicable. The probation period will be of six months from the 12-May-2025. You will be confirmed subject to successful completion of the probation period.
2. A detailed letter of appointment awaits you on your joining and on successful completion of joining formalities.
3. This offer is valid subject to acceptable feedback from professional reference checks, credential checks, antecedent checks and you being declared medically fit to work as per the Pre-employment health check-up.
4. All Taxes and necessary compliances will be applicable as per Indian Laws.
5. Your performance review cycle will be due for completion on 01-Jul-2026 with effective from the date of your joining.

We look forward to your offer acceptance and welcoming you on board.

Yours Faithfully,

For Financial Services

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

This is a system generated letter. Hence, doesn't require signature.

Aditya Birla Capital Limited
Corporate Office:
One World Center, Tower 1, 18th Floor, Jupiter Mill Compound,
841, Senapati Bapat Marg, Elphinstone Road, Mumbai, Maharashtra - 400 013
Tel: +91 22 6723 9101
abc.secretarial@adityabirlacapital.com | www.adityabirlacapital.com

Registered Office:
Indian Rayon Compound,
Veraval, Gujarat – 362 266
Tel: +91 28762 43257
CIN: L67120GJ2007PLC058890

Annexure "A'

Name	**Abhishek Tanwar**		
Effective Date	**05-May-2025**	**Business**	**Aditya Birla Capital Limited**
Job Band	**11**	**Business Unit**	**Aditya Birla Health Insurance Co Ltd**
Designation	**Assistant Manager**	**Department**	**Ops - Provider Network**
Role	**Regional Manager**	**Performance Review Year**	**April to March**
Location of Posting	**One ABC-Ahmedabad-Iconic Shyamal**	**Compensation Review Year**	**July to June**
Reporting To	**Deepak Nikam**	**Next Compensation review date**	**01-Jul-2026**

	Per MONTH	Per ANNUM	Remarks
Salary		**262,500**	
Basic Salary	21,875	262,500	This is paid on a monthly basis. Retirement benefits are linked to it.
Allowances/ Reimbursements		**312,124**	
Leave Travel Allowance	-	8,000	This covers reimbursement for travel on leave within India. It is governed by the Income Tax Act where one can take tax exemptions twice in a block of four years as per guidelines
Education Allowance	200	2,400	This is paid on a monthly basis.
Special Allowance	23,744	284,924	This is paid on a monthly basis.
Advance against statutory bonus	1,400	16,800	Applicable to employees having basic salary less than or equal to INR 21,000 per month. This paid on a monthly basis.
Guaranteed Cash		**574,624**	
Retirement Benefits		**44,126**	
Provident Fund (12% of Basic) - Employer Contribution	2,625	31,500	The employer contributes to the extent of 12% of basic salary or Rs. 21600 whichever is higher.
Gratuity (15 days Basic)	1,052	12,626	This is governed by the Payment of Gratuity Act.
National Pension Scheme	-	-	NPS (Optional) - The National Pension System (NPS) is a voluntary retirement scheme. 5% of Basic Salary will be contributed in National Pension Scheme & employee has an option to increase contribution up to a maximum of 10% of Basic Salary. Employee also has an option to opt out of the NPS. In case of opt out, the said amount will be added to special allowance.
Fixed Compensation w/o housing		**618,750**	
Housing		**131,250**	
HRA	10,938	131,250	This is calculated @ 50% of Basic Salary. This amount is paid as a part of the monthly salary
Fixed Compensation		**750,000**	
Annual Incentive Plan (AIP)		112,500	This is a performance linked pay plan as applicable to your role. This amount is the target pay on achievement of 100% of the target set for individual, function and organization collectively. The amount indicated here is for a performance period of 12 months i.e. for the period from April to March for the financial year . The actual payout will vary due to performance levels and period worked in the performance period by the concerned employee
Cost to Company		**862,500**	

Notes:
- Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Employee Protection and Wellness Benefits / Perks not Valued		
Mobile Phone	Yes	Rental and official calls (For VIL subscriptions only).
Group Medical Insurance - Base	INR 500,000	The Group Medical Insurance provides a Base cover of INR 500,000 for a family of 6 including Parents / Parents-in-law (as chosen by the employee). This is a Co-Pay policy.
Group Medical Insurance - Top up / Top	INR 200,000 to INR 2,500,000	Employees have the option to choose Top up cover ranging from INR 2 lacs to INR 25 lacs with the default option being INR 3 lacs. The "Top Up" plan is voluntary and fully paid for by the employee. On opting for Top-up there is a waiver of premium Co-Pay on the Base Cover as defined in the policy.
Group Accident Insurance	3,000,000	The Group Accident Insurance provides for compensation in the event of accidental death or disablement. The entire premium is borne by the organization.
Nishchint	1,000,000	Nishchint is a voluntary life insurance benefit. The amount is indicative as per your current Job band, subject to your enrolment at the time of policy renewal. Employees will be charged a premium at 25% of total premium rates (subject to maximum of INR 60,000) and company will pick up the remaining costs.
Integrated Personal Health Care Programme		
Health Assessment	As per Policy	Wellness Assurance Policy provides for preventive health check-up for employees at regular intervals. The frequency and tests have been decided keeping in mind the age-related risks. 1) Employees in the age group 35 and below are eligible for one Health Check up every 3 years. 2) Employees in the age group 36 – 45 are eligible for one Health Check up every 2 years. 3) Employee in the age group above 45 and employees in JB 5 and above (irrespective of the age) are eligible for Health Check up every year. Employees are encouraged to undergo an annual basic health assessment through our digital partner or plant hospital as applicable. Details as mentioned below in the Digital Health and Wellbeing App section.
Life Unlimited	As per Policy	Emotional well-being is as important as physical well-being. Through Life Unlimited, we have tie-ups with reputed partners who offer confidential counselling services and resources that help navigate through difficult situations and build resilience. These are meant for you and your family members.
Digital Health and Wellbeing App	INR 1,500	Wellness Benefit is being offered for enabling a healthier lifestyle and to provide support to you to monitor and improve your vital health parameters. We encourage you to undertake the regular health check-up/ assessments provided by the company and download the Digital Health and Wellbeing App to avail all other wellness offerings.
Retirement Benefits		
Gratuity	As per Policy	The Gratuity is payable at the time of separation with a continuous service of 5 years or more. The Payout is based on 15 days' Basic Salary for every completed year of service. The Gratuity benefit on Retirement is as follows. 1. More than 5 and up to 10 years - 15 days of last drawn basic salary per completed year of service 2. More than 10 and up to 15 years - 21 days of last drawn basic salary per completed year of service 3. More than 15 years - 1 month of last drawn basic salary per completed year of service
National Pension Scheme	As per Policy	Employees have an option to opt for Contribution to National Pension Scheme up to a maximum of 10% of Basic Salary. Also, Employees can transfer the accumulations under the existing Superannuation Fund account to the National Pension Scheme.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Annexure B

ATTACHMENT TO OFFER LETTER

Please submit photocopies of the following documents, as may be applicable to you, to the company at the time of joining. Please also bring the original copies of your certificates and testimonials for verification.

1. Permanent Account No. (PAN). [PAN Application Acknowledgement will not be accepted]
2. SSC / HSC certificates with mark-sheets
3. Graduation / Post graduation degree / diploma with mark-sheets
4. Professional degree / diploma with mark-sheets
5. Proof of age
6. Stamped Resignation acceptance will be accepted in lieu of Relieving letter
    - *Note that your Relieving letter needs to be submitted within 45 days from your date of joining failing which your appointment with the organization stands cancelled.*
7. Proof of your last drawn salary with details
8. Medical fitness certificate from a registered medical practitioner issued not earlier than one month from the date of joining. We would like to strongly recommend to all those with prior work experience, to undertake your medical tests and obtain the medical fitness certificate prior to your resigning from your present job, as a matter of abundant precaution.
9. Three passport size colored photographs
10. Three professional references (with complete address and telephone number)

On joining you will also be required to furnish the following:

1. PF Nomination Form
2. Family dependent details
3. Any other relevant information that may be required

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Annexure "A"

Name	**Nimeshika Sharma**		
Effective Date	**30-Jun-2025**	**Business**	**Aditya Birla Capital Limited**
Job Band	**MT**	**Business Unit**	**Aditya Birla Health Insurance Co Ltd**
Designation	**MT – Group Pricing**	**Department**	**Ops-Group Pricing**
Role	**MT**	**Performance Review Year**	**April to March**
Location of Posting	**ABHI - Thane - G Corp**	**Compensation Review Year**	**July to June**
Reporting To	**Head - EE Large, SME & GFB**	**Next Compensation review date**	**01-Jul-2026**

	Per MONTH	Per ANNUM	Remarks
Salary		**262,500**	
Basic Salary	21,875	262,500	This is paid on a monthly basis. Retirement benefits are linked to it.
Allowances/ Reimbursements		**312,124**	
Leave Travel Allowance	-	8,000	This covers reimbursement for travel on leave within India. It is governed by the Income Tax Act where one can take tax exemptions twice in a block of four years as per guidelines
Education Allowance	200	2,400	This is paid on a monthly basis.
Special Allowance	23,744	284,924	This is paid on a monthly basis.
Advance against statutory bonus	1,400	16,800	Applicable to employees having basic salary less than or equal to INR 21,000 per month. This paid on a monthly basis.
Guaranteed Cash		**574,624**	
Retirement Benefits		**44,126**	
Provident Fund (12% of Basic) - Employer Contribution	2,625	31,500	The employer contributes to the extent of 12% of basic salary or Rs. 21600 whichever is higher.
Gratuity (15 days Basic)	1,052	12,626	This is governed by the Payment of Gratuity Act.
National Pension Scheme	-	-	NPS (Optional) - The National Pension System (NPS) is a voluntary retirement scheme. 5% of Basic Salary will be contributed in National Pension Scheme & employee has an option to increase contribution up to a maximum of 10% of Basic Salary. Employee also has an option to opt out of the NPS. In case of opt out, the said amount will be added to special allowance.
Fixed Compensation w/o housing		**618,750**	
Housing		**131,250**	
HRA	10,938	131,250	This is calculated @ 50% of Basic Salary. This amount is paid as a part of the monthly salary
Fixed Compensation		**750,000**	
Annual Incentive Plan (AIP)		112,500	This is a performance linked pay plan as applicable to your role. This amount is the target pay on achievement of 100% of the target set for individual, function and organization collectively. The amount indicated here is for a performance period of 12 months i.e. for the period from April to March for the financial year . The actual payout will vary due to performance levels and period worked in the performance period by the concerned employee
Cost to Company		**862,500**	
Joining Bonus		75,000	This is a one time (pre tax) Joining Bonus paid at the time of joining and is over and above the fixed compensation details mentioned above. This amount (pre tax) would be entirely recovered from you, in the event of your separation from the Company anytime during a period of 24 months, from your date of joining. The gross amount will be recovered in full.

Notes:
- Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Employee Protection and Wellness Benefits / Perks not Valued		
Mobile Phone	Yes	Rental and official calls (For VIL subscriptions only).
Group Medical Insurance - Base	INR 500,000	The Group Medical Insurance provides a Base cover of INR 500,000 for a family of 6 including Parents / Parents-in-law (as chosen by the employee). This is a Co-Pay policy.
Group Medical Insurance - Top up / Top	INR 200,000 to INR 2,500,000	Employees have the option to choose Top up cover ranging from INR 2 lacs to INR 25 lacs with the default option being INR 3 lacs. The "Top Up" plan is voluntary and fully paid for by the employee. On opting for Top-up there is a waiver of premium Co-Pay on the Base Cover as defined in the policy.
Group Accident Insurance	3,000,000	The Group Accident Insurance provides for compensation in the event of accidental death or disablement. The entire premium is borne by the organization.
Nishchint	1,000,000	Nishchint is a voluntary life insurance benefit. The amount is indicative as per your current Job band, subject to your enrolment at the time of policy renewal. Employees will be charged a premium at 25% of total premium rates (subject to maximum of INR 60,000) and company will pick up the remaining costs.
Integrated Personal Health Care Programme		
Health Assessment	As per Policy	Wellness Assurance Policy provides for preventive health check-up for employees at regular intervals. The frequency and tests have been decided keeping in mind the age-related risks. 1)Employees in the age group 35 and below are eligible for one Health Check up every 3 years. 2)Employees in the age group 36 – 45 are eligible for one Health Check up every 2 years. 3)Employee in the age group above 45 and employees in JB 5 and above (irrespective of the age) are eligible for Health Check up every year. Employees are encouraged to undergo an annual basic health assessment through our digital partner or plant hospital as applicable. Details as mentioned below in the Digital Health and Wellbeing App section.
Life Unlimited	As per Policy	Emotional well-being is as important as physical well-being. Through Life Unlimited, we have tie-ups with reputed partners who offer confidential counselling services and resources that help navigate through difficult situations and build resilience. These are meant for you and your family members.
Digital Health and Wellbeing App	INR 1,500	Wellness Benefit is being offered for enabling a healthier lifestyle and to provide support to you to monitor and improve your vital health parameters. We encourage you to undertake the regular health check-up/ assessments provided by the company and download the Digital Health and Wellbeing App to avail all other wellness offerings.
Retirement Benefits		
Gratuity	As per Policy	The Gratuity is payable at the time of separation with a continuous service of 5 years or more. The Payout is based on 15 days' Basic Salary for every completed year of service. The Gratuity benefit on Retirement is as follows. 1. More than 5 and up to 10 years - 15 days of last drawn basic salary per completed year of service 2. More than 10 and up to 15 years - 21 days of last drawn basic salary per completed year of service 3. More than 15 years - 1 month of last drawn basic salary per completed year of service
National Pension Scheme	As per Policy	Employees have an option to opt for Contribution to National Pension Scheme up to a maximum of 10% of Basic Salary. Also, Employees can transfer the accumulations under the existing Superannuation Fund account to the National Pension Scheme.

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Sub: Offer Letter

Date:10-Jun-2025

Private & Confidential

Dear Panchal Vidhi Bipin,

We take pleasure in inviting you to be a part of Financial Services, an the Aditya Birla Group Company.

Your journey, at Financial Services, begins with the position of "Assistant Manager- Group Pricing". The details of your compensation and benefits are enclosed in the Annexure.

This position is based out of Thane - GCorp. The summary details are provided below:

- Job Band: TR
- Designation: Assistant Manager
- Function: Services Operations
- Reporting to Head - EE Large, SME & GFB

Terms and Conditions:

1. You will be on the rolls of Financial Services and all its employment conditions will be applicable. The probation period will be of six months from the 30-Jun-2025. You will be confirmed subject to successful completion of the probation period.
2. A detailed letter of appointment awaits you on your joining and on successful completion of joining formalities.
3. This offer is valid subject to acceptable feedback from professional reference checks, credential checks, antecedent checks and you being declared medically fit to work as per the Pre-employment health check-up.
4. All Taxes and necessary compliances will be applicable as per Indian Laws.
5. Your performance review cycle will be due for completion on 01-Jul-2026 with effective from the date of your joining.

We look forward to your offer acceptance and welcoming you on board.

Yours Faithfully,

For Financial Services

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

This is a system generated letter. Hence, doesn't require signature.

Annexure "A"

Name	**Panchal Vidhi Bipin**		
Effective Date	**30-Jun-2025**	**Business**	**Aditya Birla Capital Limited**
Job Band	**11**	**Business Unit**	**Aditya Birla Health Insurance Co Ltd**
Designation	**Assistant Manager**	**Department**	**Ops-Group Pricing**
Role	**Regional Manager**	**Performance Review Year**	**April to March**
Location of Posting	**ABHI - Thane - G Corp**	**Compensation Review Year**	**July to June**
Reporting To	**Head - EE Large, SME & GFB**	**Next Compensation review date**	**01-Jul-2026**

	Per MONTH	Per ANNUM	Remarks
Salary		**262,500**	
Basic Salary	21,875	262,500	This is paid on a monthly basis. Retirement benefits are linked to it.
Allowances/ Reimbursements		**312,124**	
Leave Travel Allowance	-	8,000	This covers reimbursement for travel on leave within India. It is governed by the Income Tax Act where one can take tax exemptions twice in a block of four years as per guidelines
Education Allowance	200	2,400	This is paid on a monthly basis.
Special Allowance	23,744	284,924	This is paid on a monthly basis.
Advance against statutory bonus	1,400	16,800	Applicable to employees having basic salary less than or equal to INR 21,000 per month. This paid on a monthly basis.
Guaranteed Cash		**574,624**	
Retirement Benefits		**44,126**	
Provident Fund (12% of Basic) - Employer Contribution	2,625	31,500	The employer contributes to the extent of 12% of basic salary or Rs. 21600 whichever is higher.
Gratuity (15 days Basic)	1,052	12,626	This is governed by the Payment of Gratuity Act.
National Pension Scheme	-	-	NPS (Optional) - The National Pension System (NPS) is a voluntary retirement scheme. 5% of Basic Salary will be contributed in National Pension Scheme & employee has an option to increase contribution up to a maximum of 10% of Basic Salary. Employee also has an option to opt out of the NPS. In case of opt out, the said amount will be added to special allowance.
Fixed Compensation w/o housing		**618,750**	
Housing		**131,250**	
HRA	10,938	131,250	This is calculated @ 50% of Basic Salary. This amount is paid as a part of the monthly salary
Fixed Compensation		**750,000**	
Annual Incentive Plan (AIP)		112,500	This is a performance linked pay plan as applicable to your role. This amount is the target pay on achievement of 100% of the target set for individual, function and organization collectively. The amount indicated here is for a performance period of 12 months i.e. for the period from April to March for the financial year . The actual payout will vary due to performance levels and period worked in the performance period by the concerned employee
Cost to Company		**862,500**	
Joining Bonus		75,000	This is a one time (pre tax) Joining Bonus paid at the time of joining and is over and above the fixed compensation details mentioned above. This amount (pre tax) would be entirely recovered from you, in the event of your separation from the Company anytime during a period of 24 months, from your date of joining. The gross amount will be recovered in full.

Notes:
- Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Employee Protection and Wellness Benefits / Perks not Valued		
Mobile Phone	Yes	Rental and official calls (For VIL subscriptions only).
Group Medical Insurance - Base	INR 500,000	The Group Medical Insurance provides a Base cover of INR 500,000 for a family of 6 including Parents / Parents-in-law (as chosen by the employee). This is a Co-Pay policy.
Group Medical Insurance - Top up / Top	INR 200,000 to INR 2,500,000	Employees have the option to choose Top up cover ranging from INR 2 lacs to INR 25 lacs with the default option being INR 3 lacs. The "Top Up" plan is voluntary and fully paid for by the employee. On opting for Top-up there is a waiver of premium Co-Pay on the Base Cover as defined in the policy.
Group Accident Insurance	3,000,000	The Group Accident Insurance provides for compensation in the event of accidental death or disablement. The entire premium is borne by the organization.
Nishchint	1,000,000	Nishchint is a voluntary life insurance benefit. The amount is indicative as per your current Job band, subject to your enrolment at the time of policy renewal. Employees will be charged a premium at 25% of total premium rates (subject to maximum of INR 60,000) and company will pick up the remaining costs.
Integrated Personal Health Care Programme		
Health Assessment	As per Policy	Wellness Assurance Policy provides for preventive health check-up for employees at regular intervals. The frequency and tests have been decided keeping in mind the age-related risks. 1) Employees in the age group 35 and below are eligible for one Health Check up every 3 years. 2) ☐Employees in the age group 36 – 45 are eligible for one Health Check up every 2 years. 3) Employee in the age group above 45 and employees in JB 5 and above (irrespective of the age) are eligible for Health Check up every year. Employees are encouraged to undergo an annual basic health assessment through our digital partner or plant hospital as applicable. Details as mentioned below in the Digital Health and Wellbeing App section.
Life Unlimited	As per Policy	Emotional well-being is as important as physical well-being. Through Life Unlimited, we have tie-ups with reputed partners who offer confidential counselling services and resources that help navigate through difficult situations and build resilience. These are meant for you and your family members.
Digital Health and Wellbeing App	INR 1,500	Wellness Benefit is being offered for enabling a healthier lifestyle and to provide support to you to monitor and improve your vital health parameters. We encourage you to undertake the regular health check-up/ assessments provided by the company and download the Digital Health and Wellbeing App to avail all other wellness offerings.
Retirement Benefits		
Gratuity	As per Policy	The Gratuity is payable at the time of separation with a continuous service of 5 years or more. The Payout is based on 15 days' Basic Salary for every completed year of service. The Gratuity benefit on Retirement is as follows. 1. More than 5 and up to 10 years - 15 days of last drawn basic salary per completed year of service 2. More than 10 and up to 15 years - 21 days of last drawn basic salary per completed year of service 3. More than 15 years - 1 month of last drawn basic salary per completed year of service
National Pension Scheme	As per Policy	Employees have an option to opt for Contribution to National Pension Scheme up to a maximum of 10% of Basic Salary. Also, Employees can transfer the accumulations under the existing Superannuation Fund account to the National Pension Scheme.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Sub: Offer Letter

Date:30-Apr-2025

Private & Confidential

Dear Parikshit Ganeshrao Pathrikar,

We take pleasure in inviting you to be a part of Financial Services, an the Aditya Birla Group Company.

Your journey, at Financial Services, begins with the position of "RM - PN (Ahmedabad) - AM". The details of your compensation and benefits are enclosed in the Annexure.

This position is based out of Ahmedabad - ICONIC Shyamal. The summary details are provided below:

- Job Band: 11
- Designation: Assistant Manager
- Function: Services Operations
- Reporting to Zonal Head - Provider Network

Terms and Conditions:

1. You will be on the rolls of Financial Services and all its employment conditions will be applicable. The probation period will be of six months from the 12-May-2025. You will be confirmed subject to successful completion of the probation period.
2. A detailed letter of appointment awaits you on your joining and on successful completion of joining formalities.
3. This offer is valid subject to acceptable feedback from professional reference checks, credential checks, antecedent checks and you being declared medically fit to work as per the Pre-employment health check-up.
4. All Taxes and necessary compliances will be applicable as per Indian Laws.
5. Your performance review cycle will be due for completion on 01-Jul-2026 with effective from the date of your joining.

We look forward to your offer acceptance and welcoming you on board.

Yours Faithfully,

For Financial Services

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

This is a system generated letter. Hence, doesn't require signature.

Aditya Birla Capital Limited
Corporate Office:
One World Center, Tower 1, 18th Floor, Jupiter Mill Compound,
841, Senapati Bapat Marg, Elphinstone Road, Mumbai, Maharashtra - 400 013
Tel: +91 22 6723 9101
abc.secretarial@adityabirlacapital.com | www.adityabirlacapital.com

Registered Office:
Indian Rayon Compound,
Veraval, Gujarat – 362 266
Tel: +91 28762 43257
CIN: L67120GJ2007PLC058890

Annexure "A"

Name	**Parikshit Ganeshrao Pathrikar**		
Effective Date	**05-May-2025**	**Business**	**Aditya Birla Capital Limited**
Job Band	**11**	**Business Unit**	**Aditya Birla Health Insurance Co Ltd**
Designation	**Assistant Manager**	**Department**	**Ops - Provider Network**
Role	**Regional Manager**	**Performance Review Year**	**April to March**
Location of Posting	**One ABC-Ahmedabad-Iconic Shyamal**	**Compensation Review Year**	**July to June**
Reporting To	**Deepak Nikam**	**Next Compensation review date**	**01-Jul-2026**

	Per MONTH	Per ANNUM	Remarks
Salary		**262,500**	
Basic Salary	21,875	262,500	This is paid on a monthly basis. Retirement benefits are linked to it.
Allowances/ Reimbursements		**312,124**	
Leave Travel Allowance	-	8,000	This covers reimbursement for travel on leave within India. It is governed by the Income Tax Act where one can take tax exemptions twice in a block of four years as per guidelines
Education Allowance	200	2,400	This is paid on a monthly basis.
Special Allowance	23,744	284,924	This is paid on a monthly basis.
Advance against statutory bonus	1,400	16,800	Applicable to employees having basic salary less than or equal to INR 21,000 per month. This paid on a monthly basis.
Guaranteed Cash		**574,624**	
Retirement Benefits		**44,126**	
Provident Fund (12% of Basic) - Employer Contribution	2,625	31,500	The employer contributes to the extent of 12% of basic salary or Rs. 21600 whichever is higher.
Gratuity (15 days Basic)	1,052	12,626	This is governed by the Payment of Gratuity Act.
National Pension Scheme	-	-	NPS (Optional) - The National Pension System (NPS) is a voluntary retirement scheme. 5% of Basic Salary will be contributed in National Pension Scheme & employee has an option to increase contribution up to a maximum of 10% of Basic Salary. Employee also has an option to opt out of the NPS. In case of opt out, the said amount will be added to special allowance.
Fixed Compensation w/o housing		**618,750**	
Housing		**131,250**	
HRA	10,938	131,250	This is calculated @ 50% of Basic Salary. This amount is paid as a part of the monthly salary
Fixed Compensation		**750,000**	
Annual Incentive Plan (AIP)		112,500	This is a performance linked pay plan as applicable to your role. This amount is the target pay on achievement of 100% of the target set for individual, function and organization collectively. The amount indicated here is for a performance period of 12 months i.e. for the period from April to March for the financial year . The actual payout will vary due to performance levels and period worked in the performance period by the concerned employee
Cost to Company		**862,500**	

Notes:
- Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Employee Protection and Wellness Benefits / Perks not Valued		
Mobile Phone	Yes	Rental and official calls (For VIL subscriptions only).
Group Medical Insurance - Base	INR 500,000	The Group Medical Insurance provides a Base cover of INR 500,000 for a family of 6 including Parents / Parents-in-law (as chosen by the employee). This is a Co-Pay policy.
Group Medical Insurance - Top up / Top	INR 200,000 to INR 2,500,000	Employees have the option to choose Top up cover ranging from INR 2 lacs to INR 25 lacs with the default option being INR 3 lacs. The "Top Up" plan is voluntary and fully paid for by the employee. On opting for Top-up there is a waiver of premium Co-Pay on the Base Cover as defined in the policy.
Group Accident Insurance	3,000,000	The Group Accident Insurance provides for compensation in the event of accidental death or disablement. The entire premium is borne by the organization.
Nishchint	1,000,000	Nishchint is a voluntary life insurance benefit. The amount is indicative as per your current Job band, subject to your enrolment at the time of policy renewal. Employees will be charged a premium at 25% of total premium rates (subject to maximum of INR 60,000) and company will pick up the remaining costs.
Integrated Personal Health Care Programme		
Health Assessment	As per Policy	Wellness Assurance Policy provides for preventive health check-up for employees at regular intervals. The frequency and tests have been decided keeping in mind the age-related risks. 1)Employees in the age group 35 and below are eligible for one Health Check up every 3 years. 2)Employees in the age group 36 – 45 are eligible for one Health Check up every 2 years. 3)Employee in the age group above 45 and employees in JB 5 and above (irrespective of the age) are eligible for Health Check up every year. Employees are encouraged to undergo an annual basic health assessment through our digital partner or plant hospital as applicable. Details as mentioned below in the Digital Health and Wellbeing App section.
Life Unlimited	As per Policy	Emotional well-being is as important as physical well-being. Through Life Unlimited, we have tie-ups with reputed partners who offer confidential counselling services and resources that help navigate through difficult situations and build resilience. These are meant for you and your family members.
Digital Health and Wellbeing App	INR 1,500	Wellness Benefit is being offered for enabling a healthier lifestyle and to provide support to you to monitor and improve your vital health parameters. We encourage you to undertake the regular health check-up/ assessments provided by the company and download the Digital Health and Wellbeing App to avail all other wellness offerings.
Retirement Benefits		
Gratuity	As per Policy	The Gratuity is payable at the time of separation with a continuous service of 5 years or more. The Payout is based on 15 days' Basic Salary for every completed year of service. The Gratuity benefit on Retirement is as follows. 1. More than 5 and up to 10 years - 15 days of last drawn basic salary per completed year of service 2. More than 10 and up to 15 years - 21 days of last drawn basic salary per completed year of service 3. More than 15 years - 1 month of last drawn basic salary per completed year of service
National Pension Scheme	As per Policy	Employees have an option to opt for Contribution to National Pension Scheme up to a maximum of 10% of Basic Salary. Also, Employees can transfer the accumulations under the existing Superannuation Fund account to the National Pension Scheme.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Annexure B

ATTACHMENT TO OFFER LETTER

Please submit photocopies of the following documents, as may be applicable to you, to the company at the time of joining. Please also bring the original copies of your certificates and testimonials for verification.

1. Permanent Account No. (PAN). [PAN Application Acknowledgement will not be accepted]
2. SSC / HSC certificates with mark-sheets
3. Graduation / Post graduation degree / diploma with mark-sheets
4. Professional degree / diploma with mark-sheets
5. Proof of age
6. Stamped Resignation acceptance will be accepted in lieu of Relieving letter
    - *Note that your Relieving letter needs to be submitted within 45 days from your date of joining failing which your appointment with the organization stands cancelled.*
7. Proof of your last drawn salary with details
8. Medical fitness certificate from a registered medical practitioner issued not earlier than one month from the date of joining. We would like to strongly recommend to all those with prior work experience, to undertake your medical tests and obtain the medical fitness certificate prior to your resigning from your present job, as a matter of abundant precaution.
9. Three passport size colored photographs
10. Three professional references (with complete address and telephone number)

On joining you will also be required to furnish the following:

1. PF Nomination Form
2. Family dependent details
3. Any other relevant information that may be required

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Sub: Offer Letter

Date:10-Jun-2025

Private & Confidential

Dear Shivani Dixit,

We take pleasure in inviting you to be a part of Financial Services, an the Aditya Birla Group Company.

Your journey, at Financial Services, begins with the position of "MT-Group Pricing". The details of your compensation and benefits are enclosed in the Annexure.

This position is based out of Thane - GCorp. The summary details are provided below:

- Job Band: TR
- Designation: Management Trainee
- Function: Serviced Operation
- Reporting to Head - EE Large, SME & GFB

Terms and Conditions:

1. You will be on the rolls of Financial Services and all its employment conditions will be applicable. The probation period will be of six months from the 30-Jun-2025. You will be confirmed subject to successful completion of the probation period.
2. A detailed letter of appointment awaits you on your joining and on successful completion of joining formalities.
3. This offer is valid subject to acceptable feedback from professional reference checks, credential checks, antecedent checks and you being declared medically fit to work as per the Pre-employment health check-up.
4. All Taxes and necessary compliances will be applicable as per Indian Laws.
5. Your performance review cycle will be due for completion on 01-Jul-2026 with effective from the date of your joining.

We look forward to your offer acceptance and welcoming you on board.

Yours Faithfully,

For Financial Services

This is a system generated letter. Hence, doesn't require signature.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Aditya Birla Capital Limited
Corporate Office:
One World Center, Tower 1, 18th Floor, Jupiter Mill Compound,
841, Senapati Bapat Marg, Elphinstone Road, Mumbai, Maharashtra - 400 013
Tel: +91 22 6723 9101
abc.secretarial@adityabirlacapital.com | www.adityabirlacapital.com

Registered Office:
Indian Rayon Compound,
Veraval, Gujarat – 362 266
Tel: +91 28762 43257
CIN: L67120GJ2007PLC058890

Annexure "A"

Name	**Shivani Dixit**		
Effective Date	**30-Jun-2025**	**Business**	**Aditya Birla Capital Limited**
Job Band	**MT**	**Business Unit**	**Aditya Birla Health Insurance Co Ltd**
Designation	**MT – Group Pricing**	**Department**	**Ops-Group Pricing**
Role	**MT**	**Performance Review Year**	**April to March**
Location of Posting	**ABHI - Thane - G Corp**	**Compensation Review Year**	**July to June**
Reporting To	**Head - EE Large, SME & GFB**	**Next Compensation review date**	**01-Jul-2026**

	Per MONTH	Per ANNUM	Remarks
Salary		**262,500**	
Basic Salary	21,875	262,500	This is paid on a monthly basis. Retirement benefits are linked to it.
Allowances/ Reimbursements		**312,124**	
Leave Travel Allowance	-	8,000	This covers reimbursement for travel on leave within India. It is governed by the Income Tax Act where one can take tax exemptions twice in a block of four years as per guidelines
Education Allowance	200	2,400	This is paid on a monthly basis.
Special Allowance	23,744	284,924	This is paid on a monthly basis.
Advance against statutory bonus	1,400	16,800	Applicable to employees having basic salary less than or equal to INR 21,000 per month. This paid on a monthly basis.
Guaranteed Cash		**574,624**	
Retirement Benefits		**44,126**	
Provident Fund (12% of Basic) - Employer Contribution	2,625	31,500	The employer contributes to the extent of 12% of basic salary or Rs. 21600 whichever is higher.
Gratuity (15 days Basic)	1,052	12,626	This is governed by the Payment of Gratuity Act.
National Pension Scheme	-	-	NPS (Optional) - The National Pension System (NPS) is a voluntary retirement scheme. 5% of Basic Salary will be contributed in National Pension Scheme & employee has an option to increase contribution up to a maximum of 10% of Basic Salary. Employee also has an option to opt out of the NPS. In case of opt out, the said amount will be added to special allowance.
Fixed Compensation w/o housing		**618,750**	
Housing		**131,250**	
HRA	10,938	131,250	This is calculated @ 50% of Basic Salary. This amount is paid as a part of the monthly salary
Fixed Compensation		**750,000**	
Annual Incentive Plan (AIP)		112,500	This is a performance linked pay plan as applicable to your role. This amount is the target pay on achievement of 100% of the target set for individual, function and organization collectively. The amount indicated here is for a performance period of 12 months i.e. for the period from April to March for the financial year . The actual payout will vary due to performance levels and period worked in the performance period by the concerned employee
Cost to Company		**862,500**	
Joining Bonus		75,000	This is a one time (pre tax) Joining Bonus paid at the time of joining and is over and above the fixed compensation details mentioned above. This amount (pre tax) would be entirely recovered from you, in the event of your separation from the Company anytime during a period of 24 months, from your date of joining. The gross amount will be recovered in full.

Notes:
- Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Employee Protection and Wellness Benefits / Perks not Valued		
Mobile Phone	Yes	Rental and official calls (For VIL subscriptions only).
Group Medical Insurance - Base	INR 500,000	The Group Medical Insurance provides a Base cover of INR 500,000 for a family of 6 including Parents / Parents-in-law (as chosen by the employee). This is a Co-Pay policy.
Group Medical Insurance - Top up / Top	INR 200,000 to INR 2,500,000	Employees have the option to choose Top up cover ranging from INR 2 lacs to INR 25 lacs with the default option being INR 3 lacs. The "Top Up" plan is voluntary and fully paid for by the employee. On opting for Top-up there is a waiver of premium Co-Pay on the Base Cover as defined in the policy.
Group Accident Insurance	3,000,000	The Group Accident Insurance provides for compensation in the event of accidental death or disablement. The entire premium is borne by the organization.
Nishchint	1,000,000	Nishchint is a voluntary life insurance benefit. The amount is indicative as per your current Job band, subject to your enrolment at the time of policy renewal. Employees will be charged a premium at 25% of total premium rates (subject to maximum of INR 60,000) and company will pick up the remaining costs.
Integrated Personal Health Care Programme		
Health Assessment	As per Policy	Wellness Assurance Policy provides for preventive health check-up for employees at regular intervals. The frequency and tests have been decided keeping in mind the age-related risks. 1)Employees in the age group 35 and below are eligible for one Health Check up every 3 years. 2)Employees in the age group 36 – 45 are eligible for one Health Check up every 2 years. 3)Employee in the age group above 45 and employees in JB 5 and above (irrespective of the age) are eligible for Health Check up every year. Employees are encouraged to undergo an annual basic health assessment through our digital partner or plant hospital as applicable. Details as mentioned below in the Digital Health and Wellbeing App section.
Life Unlimited	As per Policy	Emotional well-being is as important as physical well-being. Through Life Unlimited, we have tie-ups with reputed partners who offer confidential counselling services and resources that help navigate through difficult situations and build resilience. These are meant for you and your family members.
Digital Health and Wellbeing App	INR 1,500	Wellness Benefit is being offered for enabling a healthier lifestyle and to provide support to you to monitor and improve your vital health parameters. We encourage you to undertake the regular health check-up/ assessments provided by the company and download the Digital Health and Wellbeing App to avail all other wellness offerings.
Retirement Benefits		
Gratuity	As per Policy	The Gratuity is payable at the time of separation with a continuous service of 5 years or more. The Payout is based on 15 days' Basic Salary for every completed year of service. The Gratuity benefit on Retirement is as follows. 1. More than 5 and up to 10 years - 15 days of last drawn basic salary per completed year of service 2. More than 10 and up to 15 years - 21 days of last drawn basic salary per completed year of service 3. More than 15 years - 1 month of last drawn basic salary per completed year of service
National Pension Scheme	As per Policy	Employees have an option to opt for Contribution to National Pension Scheme up to a maximum of 10% of Basic Salary. Also, Employees can transfer the accumulations under the existing Superannuation Fund account to the National Pension Scheme.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Sub: Offer Letter

Date:10-Jun-2025

Private & Confidential

Dear Shubhangi Garg,

We take pleasure in inviting you to be a part of Financial Services, an the Aditya Birla Group Company.

Your journey, at Financial Services, begins with the position of "MT-Group Pricing". The details of your compensation and benefits are enclosed in the Annexure.

This position is based out of Thane - GCorp. The summary details are provided below:

- Job Band: TR
- Designation: Management Trainee
- Function: Services Operations
- Reporting to Head - EE Large, SME & GFB

Terms and Conditions:

1. You will be on the rolls of Financial Services and all its employment conditions will be applicable. The probation period will be of six months from the 30-Jun-2025. You will be confirmed subject to successful completion of the probation period.
2. A detailed letter of appointment awaits you on your joining and on successful completion of joining formalities.
3. This offer is valid subject to acceptable feedback from professional reference checks, credential checks, antecedent checks and you being declared medically fit to work as per the Pre-employment health check-up.
4. All Taxes and necessary compliances will be applicable as per Indian Laws.
5. Your performance review cycle will be due for completion on 01-Jul-2026 with effective from the date of your joining.

We look forward to your offer acceptance and welcoming you on board.

Yours Faithfully,

For Financial Services

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

This is a system generated letter. Hence, doesn't require signature.

Annexure "A"

Name	**Shubhangi Garg**		
Effective Date	**30-Jun-2025**	**Business**	**Aditya Birla Capital Limited**
Job Band	**MT**	**Business Unit**	**Aditya Birla Health Insurance Co Ltd**
Designation	**MT – Group Pricing**	**Department**	**Ops-Group Pricing**
Role	**MT**	**Performance Review Year**	**April to March**
Location of Posting	**ABHI - Thane - G Corp**	**Compensation Review Year**	**July to June**
Reporting To	**Head - EE Large, SME & GFB**	**Next Compensation review date**	**01-Jul-2026**

	Per MONTH	Per ANNUM	Remarks
Salary		**262,500**	
Basic Salary	21,875	262,500	This is paid on a monthly basis. Retirement benefits are linked to it.
Allowances/ Reimbursements		**312,124**	
Leave Travel Allowance	-	8,000	This covers reimbursement for travel on leave within India. It is governed by the Income Tax Act where one can take tax exemptions twice in a block of four years as per guidelines
Education Allowance	200	2,400	This is paid on a monthly basis.
Special Allowance	23,744	284,924	This is paid on a monthly basis.
Advance against statutory bonus	1,400	16,800	Applicable to employees having basic salary less than or equal to INR 21,000 per month. This paid on a monthly basis.
Guaranteed Cash		**574,624**	
Retirement Benefits		**44,126**	
Provident Fund (12% of Basic) - Employer Contribution	2,625	31,500	The employer contributes to the extent of 12% of basic salary or Rs. 21600 whichever is higher.
Gratuity (15 days Basic)	1,052	12,626	This is governed by the Payment of Gratuity Act.
National Pension Scheme	-	-	NPS (Optional) - The National Pension System (NPS) is a voluntary retirement scheme. 5% of Basic Salary will be contributed in National Pension Scheme & employee has an option to increase contribution up to a maximum of 10% of Basic Salary. Employee also has an option to opt out of the NPS. In case of opt out, the said amount will be added to special allowance.
Fixed Compensation w/o housing		**618,750**	
Housing		**131,250**	
HRA	10,938	131,250	This is calculated @ 50% of Basic Salary. This amount is paid as a part of the monthly salary
Fixed Compensation		**750,000**	
Annual Incentive Plan (AIP)		112,500	This is a performance linked pay plan as applicable to your role. This amount is the target pay on achievement of 100% of the target set for individual, function and organization collectively. The amount indicated here is for a performance period of 12 months i.e. for the period from April to March for the financial year . The actual payout will vary due to performance levels and period worked in the performance period by the concerned employee
Cost to Company		**862,500**	
Joining Bonus		75,000	This is a one time (pre tax) Joining Bonus paid at the time of joining and is over and above the fixed compensation details mentioned above. This amount (pre tax) would be entirely recovered from you, in the event of your separation from the Company anytime during a period of 24 months, from your date of joining. The gross amount will be recovered in full.

Notes:
- Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Employee Protection and Wellness Benefits / Perks not Valued		
Mobile Phone	Yes	Rental and official calls (For VIL subscriptions only).
Group Medical Insurance - Base	INR 500,000	The Group Medical Insurance provides a Base cover of INR 500,000 for a family of 6 including Parents / Parents-in-law (as chosen by the employee). This is a Co-Pay policy.
Group Medical Insurance - Top up / Top	INR 200,000 to INR 2,500,000	Employees have the option to choose Top up cover ranging from INR 2 lacs to INR 25 lacs with the default option being INR 3 lacs. The "Top Up" plan is voluntary and fully paid for by the employee. On opting for Top-up there is a waiver of premium Co-Pay on the Base Cover as defined in the policy.
Group Accident Insurance	3,000,000	The Group Accident Insurance provides for compensation in the event of accidental death or disablement. The entire premium is borne by the organization.
Nishchint	1,000,000	Nishchint is a voluntary life insurance benefit. The amount is indicative as per your current Job band, subject to your enrolment at the time of policy renewal. Employees will be charged a premium at 25% of total premium rates (subject to maximum of INR 60,000) and company will pick up the remaining costs.
Integrated Personal Health Care Programme		
Health Assessment	As per Policy	Wellness Assurance Policy provides for preventive health check-up for employees at regular intervals. The frequency and tests have been decided keeping in mind the age-related risks. 1)Employees in the age group 35 and below are eligible for one Health Check up every 3 years. 2)Employees in the age group 36 – 45 are eligible for one Health Check up every 2 years. 3)Employee in the age group above 45 and employees in JB 5 and above (irrespective of the age) are eligible for Health Check up every year. Employees are encouraged to undergo an annual basic health assessment through our digital partner or plant hospital as applicable. Details as mentioned below in the Digital Health and Wellbeing App section.
Life Unlimited	As per Policy	Emotional well-being is as important as physical well-being. Through Life Unlimited, we have tie-ups with reputed partners who offer confidential counselling services and resources that help navigate through difficult situations and build resilience. These are meant for you and your family members.
Digital Health and Wellbeing App	INR 1,500	Wellness Benefit is being offered for enabling a healthier lifestyle and to provide support to you to monitor and improve your vital health parameters. We encourage you to undertake the regular health check-up/ assessments provided by the company and download the Digital Health and Wellbeing App to avail all other wellness offerings.
Retirement Benefits		
Gratuity	As per Policy	The Gratuity is payable at the time of separation with a continuous service of 5 years or more. The Payout is based on 15 days' Basic Salary for every completed year of service. The Gratuity benefit on Retirement is as follows. 1. More than 5 and up to 10 years - 15 days of last drawn basic salary per completed year of service 2. More than 10 and up to 15 years - 21 days of last drawn basic salary per completed year of service 3. More than 15 years - 1 month of last drawn basic salary per completed year of service
National Pension Scheme	As per Policy	Employees have an option to opt for Contribution to National Pension Scheme up to a maximum of 10% of Basic Salary. Also, Employees can transfer the accumulations under the existing Superannuation Fund account to the National Pension Scheme.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Tata AIG General Insurance Company Limited
Regd Office: 15th Floor, Tower A, Peninsula Business Park,
G. K. Marg, Lower Parel, Mumbai - 400 013,
Tel. No.: +91 22 66930000
www.tataaig.com
IRDA Registration No.: 108
CIN : U85110MH2000PLC128425

Dated: December 3, 2024

Ms. Manika Tewari
IIHMR

Subject: Provisional Offer Letter

Dear Manika Tewari,

We thank you for your interest in exploring career opportunities with Tata AIG General Insurance Company Limited (hereinafter referred as "Tata AIG").

With reference to the selection process, you had with us, we are pleased to offer you a Provisional appointment as Management Trainee at Tata AIG. As a part of Tata AIG's Campus Recruitment – ARISE program, your fixed compensation would be Rs. 900000 per annum. You will also be eligible for variable pay under the variable pay program of the Company applicable from time to time. All payments would be subject to prevailing tax laws and statutory deductions.

Your employment with the Company will be established after finalising all joining formalities as per company policy and this offer is contingent upon the successful completion of your degree. Post that you will be issued appointment letter providing details of your place of posting and department along with detailed terms and conditions of your employment with the Company.

We at Tata AIG are privileged to have you with us and look forward to launching your successful career with us.

Please signify acceptance of this offer by signing and returning this letter to us at CampusConnect@tataaig.com.You may get in touch with Harshita Kothari at CampusConnect@tataaig.com. for any query that you might have related to your employment with the Company.

Sincerely,

For Tata AIG General Insurance Company Limited

Divya Arya
Senior Vice President & Head – Corporate HR

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

I, Manika Tewari have carefully gone through all the terms and conditions mentioned in this letter. I state and declare that I have fully understood the said terms and conditions and unequivocally hereby accept, agree and confirm the terms and conditions mentioned in the said offer letter.

Name: _____

Signature: _____ Date: _____

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Tata AIG General Insurance Company Limited
Regd Office: 15th Floor, Tower A, Peninsula Business Park,
G. K. Marg, Lower Parel, Mumbai - 400 013,
Tel. No.: +91 22 66930000
www.tataaig.com
IRDA Registration No.: 108
CIN : U85110MH2000PLC128425

Dated: December 3, 2024

Ms. More Sidhi Santosh
IIHMR

Subject: Provisional Offer Letter

Dear More Sidhi Santosh,

We thank you for your interest in exploring career opportunities with Tata AIG General Insurance Company Limited (hereinafter referred as "Tata AIG").

With reference to the selection process, you had with us, we are pleased to offer you a Provisional appointment as Management Trainee at Tata AIG. As a part of Tata AIG's Campus Recruitment – ARISE program, your fixed compensation would be Rs. 900000 per annum. You will also be eligible for variable pay under the variable pay program of the Company applicable from time to time. All payments would be subject to prevailing tax laws and statutory deductions.

Your employment with the Company will be established after finalising all joining formalities as per company policy and this offer is contingent upon the successful completion of your degree. Post that you will be issued appointment letter providing details of your place of posting and department along with detailed terms and conditions of your employment with the Company.

We at Tata AIG are privileged to have you with us and look forward to launching your successful career with us.

Please signify acceptance of this offer by signing and returning this letter to us at CampusConnect@tataaig.com.You may get in touch with Harshita Kothari at CampusConnect@tataaig.com. for any query that you might have related to your employment with the Company.

Sincerely,

For Tata AIG General Insurance Company Limited

Divya Arya
Senior Vice President & Head – Corporate HR

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

I, More Sidhi Santosh have carefully gone through all the terms and conditions mentioned in this letter. I state and declare that I have fully understood the said terms and conditions and unequivocally hereby accept, agree and confirm the terms and conditions mentioned in the said offer letter.

Name: _____

Signature: _____ Date: _____

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Tata AIG General Insurance Company Limited
Regd Office: 15th Floor, Tower A, Peninsula Business Park,
G. K. Marg, Lower Parel, Mumbai - 400 013,
Tel. No.: +91 22 66930000
www.tataaig.com
IRDA Registration No.: 108
CIN : U85110MH2000PLC128425

Dated: December 3, 2024

Ms. Naik Niyati Nikunj
IIHMR

Subject: Provisional Offer Letter

Dear Naik Niyati Nikunj,

We thank you for your interest in exploring career opportunities with Tata AIG General Insurance Company Limited (hereinafter referred as "Tata AIG").

With reference to the selection process, you had with us, we are pleased to offer you a Provisional appointment as Management Trainee at Tata AIG. As a part of Tata AIG's Campus Recruitment – ARISE program, your fixed compensation would be Rs. 900000 per annum. You will also be eligible for variable pay under the variable pay program of the Company applicable from time to time. All payments would be subject to prevailing tax laws and statutory deductions.

Your employment with the Company will be established after finalising all joining formalities as per company policy and this offer is contingent upon the successful completion of your degree. Post that you will be issued appointment letter providing details of your place of posting and department along with detailed terms and conditions of your employment with the Company.

We at Tata AIG are privileged to have you with us and look forward to launching your successful career with us.

Please signify acceptance of this offer by signing and returning this letter to us at CampusConnect@tataaig.com.You may get in touch with Harshita Kothari at CampusConnect@tataaig.com. for any query that you might have related to your employment with the Company.

Sincerely,

For Tata AIG General Insurance Company Limited

Divya Arya
Senior Vice President & Head – Corporate HR

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

I, Naik Niyati Nikunj have carefully gone through all the terms and conditions mentioned in this letter. I state and declare that I have fully understood the said terms and conditions and unequivocally hereby accept, agree and confirm the terms and conditions mentioned in the said offer letter.

Name: _____

Signature: _____ Date: _____

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

594747WD

13-Jan-2025
Akshita Singhal
20, Paschim Vihar, Vaishali Nagar,
Jaipur,
Rajasthan,
India
302021

Dear Akshita,

With reference to your application and our recent discussion, we are pleased to engage you as **Intern/Trainee** at the Management Level of **Intern/Trainee** in the **One Consulting** SBU of the **Advisory** Line of Service in **PricewaterhouseCoopers Services LLP** ("LLP"). This Contract sets out the proposed terms and conditions governing our association with you.

1. Definition and References
Staff Member means: **Akshita Singhal** also referred as "you".
Client means: **PricewaterhouseCoopers Services LLP**
All references to "we" "us" or "LLP" refers to **PricewaterhouseCoopers Services LLP** .

2. Duration of the Agreement
The Agreement shall commence from **27-Jan-2025** and shall be valid up to **30-Jun-2025.** Thereafter, it may be renewed on mutually agreed terms and conditions.

3. Payment of Stipend:
You will receive during this period a consolidated stipend of **Rs.20000** (**Rupees Twenty Thousand only**) per month, subject to income tax deduction at source, as governed by the IT rules. Your stipend is personal to you and you are required to ensure that confidentiality of the stipend information is maintained. All out-of-pocket expenses related to travel, conveyance, boarding and lodging for any outstation travel from your base location in **Gurgaon 10C** will be borne by the LLP directly or will be reimbursed as per policy. You shall raise a supplementary expense invoice for claiming reimbursement of the expenses incurred, if any, and agree to include all the supporting documents including but not limited to all approvals with regard to travel. All claims for reimbursement raised under this Agreement /Contract shall be directly credited on receipt of the invoice, as applicable. The LLP will make the payment directly to the account of **Akshita Singhal** .

4. Warranties
You agree to perform your duties under this contract with all due diligence, efficiency and economy, in accordance with generally accepted professional techniques and practices. You shall always act, in respect of any matter relating to this contract or the services, as faithful advisors to the LLP, and shall at all time support and safeguard the LLP's legitimate interests to any dealings with other Experts or Third Parties.

5. Independence
Independence is a professional principle and obligation that must be observed by all Trainees providing internal and/or client services. Independence obligations prohibit, among other things, you, your spouse/cohabitant and your dependents (collectively referred to as "you", "your") from holding certain positions with or investing in certain audit/ attest clients of the LLP and such clients' affiliates. Similarly, a nondependent close family member's position with or material investment in an audit/ attest client of the LLP may impair your compliance with the LLP's independence rules. Your position, job description, office location and client associations determine the applicability of specific provisions of the LLP's independence policy to you. Because it is important that you become familiar and comply with the LLP's independence

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

policy, you agree to review the LLP's policies and materials regarding independence. Before joining the LLP and periodically thereafter, you will be required to confirm your compliance with the LLP's independence policy. In connection with your independence obligations, the LLP and/ or the Securities and Exchange Commission may request, and you agree to provide, relevant financial and tax information including but not limited to up-to-date records of your investment portfolio, bank statements, credit card statements, insurance policies, loan documents. You may also be required to maintain a current record of your financial holdings (but not their value) in a LLP database. If an impairment of the LLP's independence or a conflict of interest exists or is likely to occur, you may be required to dispose of securities or resolve other independence issues on short notice and on terms that are disadvantageous to you. You also may be required to relocate to another LLP office or even to leave the LLP.

Trainees Joining Clients:
The Independence Policy also mandates that in the event of an offer of employment from the audit client and/ or clients' affiliates you are currently engaged on, or have been engaged in the recent past, it is mandatory to immediately notify the Engagement Partner of such an offer. On cessation of employment, you will not accept employment with a US Securities and Exchange Commission (SEC) registrant audit client in the capacity of chief executive officer, controller, chief financial officer, chief accounting officer or in any equivalent position wherein, you have put in more than ten hours of services at any point during the annual reporting period and within the one-year period prior to the commencement of the audit in progress.

6. Other Terms
6.1 Confidentiality: Except with the prior written consent of the LLP, you shall not at any time communicate to any person or entity any confidential information acquired in the course of the services, nor shall you share your recommendations formulated in the course of, or as a result of, the services outside your project team and/or external parties. For purposes of this section, "confidential information" means any information or knowledge acquired by you arising out of, or in connection with, the performance of the services under this Agreement that is not otherwise available to the public. In the event of any breach of the stated provisions, you shall make good any loss / cost / damage / any claim whatsoever preferred by the Client or any Third Party against the LLP. Notwithstanding the foregoing and subject to applicable laws, any obligations imposed on you under this Agreement, including confidentiality obligations, that by their very nature survive the termination or expiry of this Agreement shall so survive the termination or expiry of this Agreement.
6.2 You confirm that you will follow PwC's Information Security Policies, failing which disciplinary action may be taken against you which may include, but not limited to, termination of the contract with PwC.
6.3 You understand that it is mandatory to complete the Information Security Awareness course and obtain a certificate of completion within 30 days of joining PwC.
6.4 You, while working in the LLP's office premises, in any office across the country, must at all times, while at work, compulsorily and mandatorily display the LLP provided ID card. There can be no exception to this rule. You confirm to use your own ID access card for your entry / exit while on duty and avoid tailgating.
6.5 You agree to comply with the clean desk policy and ensure that your workspaces are clean and that all confidential material is securely locked away at the time of leaving the desk.
6.2 You confirm that if need be, you shall provide the Confirm with clear confirmation whether you have any relationship or involvement with any client where you will provide services through the LLP.
6.7 The Code of Conduct Policy addresses how Staff Members in the LLP should behave and conduct business in a wide range of settings and situations. It is your responsibility to adhere to consistently and appropriately enforce the Code of Conduct. You are expected to carefully read the Code of Conduct, the full text of which is available at http://pwcportal.pwcinternal.com. You are expected to bring any code of conduct related issue/ clarification/ grievance to the notice of the designated Ethics helpline. For further details please refer to the Human Capital Policy as amended from time to time.
6.8 You also confirm that you have read the attached Anti Bribery Standard and that you shall comply with the same in connection with the performance of the assignment (Attachment — to be sent separately as a link via E-Mail)
6.9 You agree not to enter into an engagement with companies which are directly or indirectly related to companies or its associates or companies that are in direct competition to the LLP during the validity of this engagement without prior consent in writing from the LLP. The indicative list of such companies is given

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below:
• Deloitte
• Ernst and Young
• KPMG
• BMR
• AT Kearney
• Accenture

6.10 Right to access

It is the LLP's policy to take all reasonable steps to protect its interests. This includes ensuring that systems and equipment are used for the proper purposes. You understand that there may be regular checks in respect of usage or access of the LLP's system and equipment. For the avoidance of doubt, this includes, telephone systems, computer resources and systems, use of Email and internet systems and the postal system ("Facilities"). You also understand the LLP reserves the right, without notice, to access, listen to or read any communication or content made or received by you on its Facilities, to establish the existence of facts, to ascertain compliance with regulatory or self regulatory practices and procedures, for quality control and staff training purposes, to prevent or detect crime (including "Hacking"), to intercept for operational purposes, such as protecting against viruses and making routine interceptions such as forwarding emails to correct destinations, to check voice mail systems when you are on holiday or on sick leave.

6.11 Wrongful Dissemination

You must not host, display, upload, modify, store, make available or transmit, publish, update or share in or through the Facilities of the LLP or otherwise any information or material which: belongs to another person to which you have no rights and/or which infringes any person's intellectual property rights;
• is or is likely to be perceived as defamatory, threatening, misleading, offensive or inappropriate, or materially misrepresents facts; contains any virus, harmful component or corrupted data or any other computer code, files or programs designed to interrupt, destroy or limit the functionality of the computer resources and Facilities of the LLP;
• contains any unlawful advertising, promotion or solicitation; or
• violates any applicable law or regulation;
• is grossly harmful, harassing, blasphemous, defamatory, obscene, pornographic, paedophilic, libellous, invasive of another's privacy, hateful, or racially, ethnically objectionable, disparaging, relating or encouraging money laundering or gambling, or otherwise unlawful in any manner whatever; is grossly offensive or menacing in nature; or impersonates another person.

6.12 Consent

You hereby consent, to the LLP to collect, hold, store and process, both electronically and manually, all the personal information it collects or has collected in relation to you or belonging to you and your contract (in the course of your contract), for the purposes of the LLP, e.g. management and administration of its employees and its business or for compliance with applicable procedures, laws and regulations and you also consent to the transfer, storage and processing by the LLP, agents, contractors or sub-contractors or other PwC network Companies (each of which is a separate legal entity) of such personal information within or outside India.

6.13 Relationship of Parties:

You agree that this is a purely professional assignment and nothing contained in this agreement creates any employee-employer relationship between the LLP and you.

6.14 Termination:

This Agreement shall stand terminated on the occurrence of any of the following events:
• full and final discharge of all the obligations of the parties hereunder; or
• if you are otherwise in default of any term of the contract notwithstanding anything contrary contained anywhere else in this Agreement, either Party can terminate this Agreement by serving thirty days' written notice, without assigning any reasons, thereof. On discontinuation of this Agreement for any reason you will return to the LLP all papers and documents and all other property pertaining to the LLP or affairs of the LLP or its clients or any of its associates or branches, which may be in your possession, and will not retain any copy or extract there from. In case of any breach of confidentiality covenant, either during or after the termination of this Agreement with the LLP, you agree to be personally liable to our clients or third parties.

7. Dispute Resolution:

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Sanganer Airport, Jaipur-302029

Any dispute, disagreement, claim or controversy between the LLP and you arising under or relating to this Agreement which is subject to the terms and conditions of this Agreement, or performance or non performance hereunder or thereunder (a "Disputed Matter"), which cannot be resolved by mutual considerations shall be resolved by binding arbitration before a panel of three arbitrators. One arbitrator each will be selected by the LLP and you, and the third arbitrator will be selected by the party selected arbitrators. The parties will share the cost of arbitration equally, subject to any final apportionment by the panel of arbitrators. The arbitration will be held in the Mumbai city metropolitan area, and the decision of the majority of arbitrators will be final and binding on both parties. The disputed matter shall be settled by final and binding arbitration in accordance with the Arbitration and Conciliation Act, 1996.

8. Notices:
All notices, demands, and other communications hereunder shall be through email or in writing and shall be deemed to have been duly given if personally delivered or sent through registered post, or through speed post, or by overnight courier with package tracing capability as provided elsewhere in this Agreement, to the address set forth below. Either party may change the addresses set forth for it herein upon written notice thereof to the other.

9. Notices to PricewaterhouseCoopers Services LLP :

Shakir Iqbal
PricewaterhouseCoopers Professional Services LLP
252 Veer Savarkar Marg
Next to Mayor's Bungalow
Shivaji Park Dadar
Mumbai 400 028
Maharashtra
India

Notices to

Akshita Singhal
20, Paschim Vihar, Vaishali Nagar,
Jaipur,
Rajasthan,
India
302021

10. Applicable Laws:
This Agreement shall be deemed to be entered into and shall be interpreted and construed in accordance with the laws of India. This letter is being signed in duplicate. Please sign and return one copy to us for the purpose of our record.

For and on behalf of PricewaterhouseCoopers Services LLP ,

Shakir Iqbal
Senior Director

I have gone through the above terms & conditions and agree to abide by the same.

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Sanganer Airport, Jaipur-302029

_____ _____ _____

Name Signature Date

DECLARATION

By signing this agreement, I hereby acknowledge and agree that I have carefully read and understood the above agreement (including the attached terms and conditions thereto) and accept the same unconditionally. I will make myself fully aware of, and be bound by, the rules and regulations of the LLP as amended from time to time. In particular, I declare that:

a) I will furnish original copies of my certificates, testimonials and other necessary documents, on demand.
b) I acknowledge and agree to the LLP reserving the right to get a background check conducted on me including through a third party agency. In furtherance thereof, I authorize the LLP to collect and retain copies of my personal particulars (including educational certificates, copies of passport, driving license,PAN card, voter identification card, Aadhar) either directly or through a third party agency.
c) There are no ongoing or pending criminal cases/ criminal liabilities on me nor have I ever been convicted of any criminal offence/ convicted by respective Institute, wherever applicable. I further declare that there are no Disciplinary action / proceedings either ongoing or pending against me in respect of my previous employment .
d) I am not in possession, in an unauthorized manner, of any confidential, sensitive or personal information/ data/ material of any other Firm or individual (collectively "Sensitive Data"). I shall not bring any Sensitive Data into the LLP, and shall not use any such Sensitive Data in an unauthorized manner, during or after my tenure with the LLP.
e) I shall not commit, or cause to commit, any act or omission, which I believe to be illegal or against the LLP's Code of Conduct.
f) In the event of any willful or intentional misconduct, fraud, dishonesty or breach of confidentiality on my part, I will personally be liable to the LLP and/ or its clients.

Consent to cooperate

I consent to cooperate in and comply with any request for testimony or the production of documents made by the Public Company Accounting Oversight Board in furtherance of its authority and responsibilities under the Sarbanes-Oxley Act of 2002. I understand and agree that this consent is a condition of my continued employment by or other association with the LLP.
The responsibilities, duties and obligations under the Sarbanes-Oxley Act of 2002 shall survive even after my termination or disassociation with the LLP.

I accept the above.

Name/ Signature/ Date

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The IIHMR University
Prabhu Dayal Marg, Near
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N Satheeshkanna

From: Vinod Tejwani
Sent: 25 September 2024 01:58 PM
To: Mrutyunjay Vadapalli (IN); N Satheeshkanna
Cc: Ankoor Banerjee (IN); Agatha Paul (IN)
Subject: RE: PwC India - IIHMR, Jaipur

Dear Sir,

At the outset let me thank you and team PWC for your always support.

Thanks a lot for sharing the details.

@N Satheeshkanna Please take it forward with stduents on priority.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

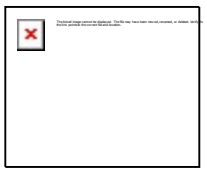
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From: Mrutyunjay Vadapalli (IN) <mrutyunjay.vadapalli@pwc.com>
Sent: Wednesday, September 25, 2024 1:05 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Ankoor Banerjee (IN) <ankoor.b.banerjee@pwc.com>; Agatha Paul (IN) <agatha.paul@pwc.com>
Subject: PwC India - IIHMR, Jaipur

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Inviting Applications
Campus Drive 2024-25



Registrar
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Dear Prof. Vinod,

Greetings from PwC India, Campus Recruitment Team!

Through ‘One Opportunity. Many Possibilities.’, we are committed to attracting diverse talent to our human-led tech-powered workforce, where they will be part of a continuous learning journey, powered by digital upskilling, so that they can grow and transform their careers to become globally competent professionals.

Possibilities of exploring new avenues, of working in a global network, of making an impact through work, of giving back to society, of being ready for the future.

In reference to our discussion, please find below the **eligibility criteria and process note for the campus drive**:

Academic Eligibility	Year of course completion: Batch 2025 60% & above or equivalent CGPA throughout academics
Eligible courses	MBA (Hospital Management)

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Designation	Associate (will keep you posted in case of any changes)
Role Offered	One Consulting
Job location	Anywhere in India, should be comfortable to travel too as per the business need
Selection process	Resume-based shortlisting followed by Technical Round for eligible students, Partner Round of Technical shortlisted candidates followed by Human Capital Interview
Cost To Company	CTC - INR 9,02,494 LPA (Fixed- 7,00,000 LPA) - Fresher (will keep you posted in case of any changes)

Additional information (refer to the attached):

- JD for each role/competency - updated in superset
- Compensation breakup - Updated in superset
- Registration Link: https://app.joinsuperset.com/join/#/signup/student?jp=f01f39e6-2b21-423f-8457-25ada4ed5150
- Deadline for registration: 25th Sep, 5 PM

For more details, please visit - https://www.pwc.in/

Please feel free to reach out in case of any queries.

Thank you for your continued support. We look forward to a fruitful association.

Regards,
Campus Team



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for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

<IN_ITAPP_SVC@in.ey.com> <IN_ITAPP_SVC@IN.EY.COM> Important 27 May 2025 at 6:35 PM

Confirmation of Offer Acceptance.

To: anika nehra, Cc: Anushka.Jain@in.ey.com Details

Dear Anika Nehra,

Congratulations on your decision to join the organization and we are thrilled to inform you that your offer acceptance has been updated in our systems.

Your acceptance of the offer marks the beginning of an exciting journey with Ernst & Young LLP. Enclosed is the copy of the signed appointment letter for your future references.

To move your induction process along, you should be ready with the below information and respective documents to complete the mandatory joining formalities.

- Copy of your Aadhaar Card.
- Provident Fund details of existing employer
- Provident Fund passbook to check pension contribution
- Link UAN to Aadhar card. Process for easy reference
- Link your PAN to your Aadhar card. Process for easy reference
- Copy of PAN card
- Education documents
- Experience documents

Your joining on the said date will be subject to submission of the above-mentioned documents.

You will receive two separate emails :
- One for the documents upload to complete the joining formalities.
- Other for the induction schedule near to your joining date.

In case of any queries, please do not hesitate to contact us.

We look forward to having you on board!

Warm Regards,
Talent Operations

The information contained in this communication is intended solely for the use of the individual or entity to whom it is addressed and others authorized to receive it. It may contain confidential or legally privileged information. If you are not the intended recipient you are hereby notified that any disclosure, copying, distribution or taking any action in reliance on the contents of this information is strictly prohibited and may be unlawful. If you have received this communication in error, please notify us immediately by responding to this email and then delete it from your system. The firm is neither liable for the proper and complete transmission of the information contained in this communication nor for any delay in its receipt.

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This document is a PDF Portfolio containing an Adobe Acrobat Sign agreement and its audit

Ramavatar Saini

From: Anushka Jain <Anushka.Jain@in.ey.com>
Sent: 09 October 2024 18:39
To: Vinod Tejwani
Cc: Amrita Dubey; N Satheeshkanna; Anita Thapa
Subject: RE: Final datasheet- Invitation for Campus Recruitment Process_ Batch 2023-25 _IIHMR University, Jaipur
Attachments: Location Preference Letter.docx

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Dear Vinod

Please find below the selects. We have selected **2 students**. Kindly communicate the same to the candidates and confirm their acceptance. Please ensure that the **Selected candidates** are out from the campus process henceforth.

Note: Job Location will be allocated as per business requirements and shared later

Please get the attached form filled by the selected candidates.

SR No.	Candidate Name	Level	Competency
1	Ankita Shaw	Summer Intern	GPS PI
2	Anika Nehra	Associate Consultant	EYP PI

Thanks & regards,

Anushka Jain | Senior Associate | Talent Team

Ernst & Young Services Pvt. Ltd.
Plot No.67, Sector 44, Gurgaon - 122003, Haryana, India
Mob. 08447685490 | Anushka.Jain@in.ey.com
Website: http://www.ey.com

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: Wednesday, October 9, 2024 4:07 PM
To: Anushka Jain <Anushka.Jain@in.ey.com>
Cc: Amrita Dubey <Amrita.Dubey@in.ey.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Final datasheet- Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Anushka,

Greetings from IIHMR University Jaipur!

At the outset let me thank you and team EY for your always support.

Request you to share the Interview feedback and result so that we can inform the candidates.

With Regards,

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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From: Vinod Tejwani
Sent: Monday, October 7, 2024 7:17 PM
To: Anushka Jain <Anushka.Jain@in.ey.com>
Cc: Amrita Dubey <Amrita.Dubey@in.ey.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Final datasheet- Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Anushka,

We have informed all the students. They will be ready as per the schedule tomorrow for the process.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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---

From: Anushka Jain <Anushka.Jain@in.ey.com>
Sent: Monday, October 7, 2024 6:26 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Amrita Dubey <Amrita.Dubey@in.ey.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Final datasheet- Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

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Hi Vinod,

Please find below the shortlists and interview links:

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Summer Interns (GPS PI)

Sr.no	Name of the candidate	Round 1 Time Slot	Round 1 Interview Link	Round 2 Interview Lin
1	Reya Raina	10:00 AM	IIHMR Jaipur || Panel - Ankur Srivastava	
2	Aanshi Singhal	10:20 AM	IIHMR Jaipur || Panel - Ankur Srivastava	
3	Hritika Sharma	10:40 AM	IIHMR Jaipur || Panel - Ankur Srivastava	IIHMR Jaipur || Panel - Arun
4	Neha	11:00 AM	IIHMR Jaipur || Panel - Ankur Srivastava	
5	Avni Reja	10:00 AM	IIHMR Jaipur || Panel - Ahmad Saad	
6	Bhavesh Pandey	10:20 AM	IIHMR Jaipur || Panel - Ahmad Saad	IIHMR Jaipur || Panel - Krishnakuma
7	Ankita Shaw	10:40 AM	IIHMR Jaipur || Panel - Ahmad Saad	

8	Nayana S Jayachandran	10:30 AM	IIHMR Jaipur || Panel - Venkatesh Poojari
9	Keerti Singh Rathore	10:50 AM	IIHMR Jaipur || Panel - Venkatesh Poojari
10	Pravesh Kumar	11:10 AM	IIHMR Jaipur || Panel - Venkatesh Poojari

Finals (EYP PI)

Sr.no	Name of the candidate	Time Slot	Interview Link
1	Anika Nehra	10:00 AM	IIHMR Jaipur || Campus Interviews

Thanks & regards,

Anushka Jain | Senior Associate | Talent Team

Ernst & Young Services Pvt. Ltd.
Plot No.67, Sector 44, Gurgaon - 122003, Haryana, India
Mob. 08447685490 | Anushka.Jain@in.ey.com
Website: http://www.ey.com

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: Monday, October 7, 2024 11:05 AM
To: Anushka Jain <Anushka.Jain@in.ey.com>
Cc: Amrita Dubey <Amrita.Dubey@in.ey.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Final datasheet- Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Anusha,

Please do let us know the Time schedule, selection process flow details for Tuesday 08th October 2024 (Tomorrow) along with shortlisted candidates details from both 1st and 2nd year students, So that we can inform them accordingly.

Please find attached the Excel sheet and resume of **Batch (2023-2025) final year** students for **Associate Consultant GPS PI profile** and **Batch (2024- 2026) first year** students for **Summer Intern GPS PI profile .**

1) Resumes of 140 Interested students Batch (2023-25) for Associate Consultant Profile LINK- Students Resume (2023-25) EY_Associate Consultant GPS PI
2) Resumes of 148 Interested students Batch (2024-26) for Summer Intern Profile IIHMR Students Resume (2024-26) for EY

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
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From: Vinod Tejwani
Sent: Friday, October 4, 2024 6:30 PM
To: Anushka Jain <Anushka.Jain@in.ey.com>
Cc: Amrita Dubey <Amrita.Dubey@in.ey.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Revised Final datasheet- Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

As discussed, Please find the Updated sheet of Summer Internship data including MBA- Health Analytics candidates.

Dear Ms. Anushka,

Greetings from IIHMR University Jaipur!

At the outset let me thank you and team EY for your always support.

Please find attached the Excel sheet and resume of **Batch (2023-2025) final year** students for **Associate Consultant GPS PI profile** and **Batch (2024- 2026) first year** students for **Summer Intern GPS PI profile .**

1) Resumes of 145 Interested students Batch (2023-25) for Associate Consultant Profile Students Resume (2023-25) EY_Associate Consultant GPS PI
2) Resumes of 148 Interested students Batch (2024-26) for Summer Intern Profile IIHMR Students Resume (2024-26) for EY

Please do let us know the process ahead along with time schedule and process flow for 08th October 2024 so that we can inform the students and they can prepare for their interview process.

We welcome you and team EY for Campus recruitment process at IIHMR University Jaipur on 08th October 2024.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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From: Vinod Tejwani
Sent: Thursday, October 3, 2024 6:00 PM
To: Anushka Jain <Anushka.Jain@in.ey.com>
Cc: Amrita Dubey <Amrita.Dubey@in.ey.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Anushka,

Please ignore the earlier datasheet.

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Dear Ms. Anushka,

Greetings from IIHMR University Jaipur!

At the outset let me thank you and team EY for your always support.

Please find attached the Excel sheet and resume of **Batch (2023-2025) final year** students for **Associate Consultant GPS PI profile** and **Batch (2024- 2026) first year** students for **Summer Intern GPS PI profile .**

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2) Resumes of 139 Interested students Batch (2024-26) for Summer Intern Profile Students Resume (2024-26) EY_Associate Consultant GPS PI

Please do let us know the process ahead along with time schedule and process flow for 08th October 2024 so that we can inform the students and they can prepare for their interview process.

We welcome you and team EY for Campus recruitment process at IIHMR University Jaipur on 08th October 2024.

With Regards,

IIHMR UNIVERSITY

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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---

From: Vinod Tejwani
Sent: Thursday, October 3, 2024 1:24 PM
To: Anushka Jain <Anushka.Jain@in.ey.com>
Cc: Amrita Dubey <Amrita.Dubey@in.ey.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Anushka,

Greetings from IIHMR University Jaipur!

At the outset let me thank you and team EY for your always support.

Please find attached the Excel sheet and resume of **Batch (2023-2025) final year** students for **Associate Consultant GPS PI profile** and **Batch (2024- 2026) first year** students for **Summer Intern GPS PI profile .**

1) Resumes of 145 Interested students Batch (2023-25) for Associate Consultant Profile Students Resume (2023-25) EY_Associate Consultant GPS PI
2) Resumes of 140 Interested students Batch (2024-26) for Summer Intern Profile Students Resume (2024-26) EY_Associate Consultant GPS PI

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Please do let us know the process ahead along with time schedule and process flow for 08th October 2024 so that we can inform the students and they can prepare for their interview process.

We welcome you and team EY for Campus recruitment process at IIHMR University Jaipur on 08th October 2024.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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---

From: Anushka Jain <Anushka.Jain@in.ey.com>
Sent: Tuesday, October 1, 2024 6:21 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Amrita Dubey <Amrita.Dubey@in.ey.com>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Dear Vinod,

We trust you are doing well!

Following up on our last conversation, we would like to confirm the below dates for

placements for the mentioned set of events.

- Pre – Placement Talk - 8th October 2024
- Hiring Process – 8th October 2024
- Primary POC – Anushka Jain

Role Offered:

1. Associate Consultant GPS PI
2. Summer Intern GPS PI

Eligibility: MBA

Salary Components	Annual (INR)
Cost to Company (CTC)	7,50,000
Gratuity as per Payment of Gratuity Act, 1972	14,423
Medical	20,000
Performance Bonus up to 18% (paid per normative performance expected at the level. (Subject to firm's applicable bonus policy)	1,35,000
Total Cost to Company	**9,19,423**

Note :

1) You will be covered under the Organization's Group Mediclaim Hospitalization Insurance.

2) At its sole discretion, the Organization may consider to take out group life insurance policy on lives of its employees to cover its risk of special protection liability in which case the amount paid by insurance company shall be in discharge of organization's liability to pay such lump sum compensation and not in addition to organization's liability.

Stipend for summer interns will be 30 thousand per month.

Request you to please share the applications of the interested applicants in the format attached along with their resumes (zip folder only) by 3rd Oct .

We look forward to seeing an active participation from the students and are excited to collaborate with you to make this season a great success.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Regards,

EY Campus Team

Thanks & regards,

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Anushka Jain | Senior Associate | Talent Team

Ernst & Young Services Pvt. Ltd.
Plot No.67, Sector 44, Gurgaon - 122003, Haryana, India
Mob. 08447685490 | Anushka.Jain@in.ey.com
Website: http://www.ey.com

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: Tuesday, October 1, 2024 10:36 AM
To: Anushka Jain <Anushka.Jain@in.ey.com>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Anushka,

Greetings from IIHMR University Jaipur!

As discussed we welcome you and team EY for Campus recruitment at IIHMR University Jaipur on 08th October 2024.

Request you to share the JD and other related details so that we can share it with students for nomination and go ahead.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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From: Vinod Tejwani
Sent: Monday, September 23, 2024 3:37 PM
To: Anushka Jain <Anushka.Jain@in.ey.com>
Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Anushka Jain,

Greetings from IIHMR University Jaipur!

At the outset let me thank you and your esteemed organisation for your always support.

On behalf of **IIHMR University, Jaipur,** I am pleased to extend a cordial invitation to you and your esteemed organization to visit our campus for the recruitment of the **MBA Batch 2023-25**.

At IIHMR University Jaipur, we offer specialized MBA programs in:

- **Hospital and Health Management**
- **Pharmaceutical Management**
- **Development Management**
- **Health Analytics (1st Year)**

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Our university is dedicated to nurturing professionals who embody excellence, compassion, and a commitment to society. We focus on shaping young minds with the vision to empower themselves and others, providing them with a strong foundation in both theoretical and practical knowledge.

Enclosed with this email is a copy of the **Batch Demography, Course Details** for your kind consideration.

To facilitate the process, we kindly request you to share the below required details for the Final Placements, including:

• **Job Description**	
• **Job Location**	
• **Eligible Streams**	
• **Total Vacancies**	
• **CTC Offered**	
• **Selection Process**	
• **Campus Recruitment Date**	

We look forward to the possibility of strengthening our relationship with your esteemed organization and hosting you during our Placement season this year. We are excited about the opportunity to form a lasting association through our Campus Recruitment Program (2023-25 batch).

Please feel free to reach out if you need any further information or assistance. I will be happy to assist you.

With Regards,

IIHMR UNIVERSITY

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
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legally privileged information. If you are not the intended recipient you are hereby notified that any disclosure, copying, distribution or taking any action in reliance on the contents of this information is strictly prohibited and may be unlawful. If you have received this communication in error, please notify us immediately by responding to this email and then delete it from your system. The firm is neither liable for the proper and complete transmission of the information contained in this communication nor for any delay in its receipt.

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IIHMR UNIVERSITY JAIPUR

SELF-DECLARATION OF SELF-EMPLOYMENT / FAMILY BUSINESS

To Whom It May Concern

I, **Mr. Deepak Kumar**, S/o **Mr. Awadh Kishore Singh**, residing at **Vill - Bhawanipur, Ward No. 5 West Champaran Bihar**, do hereby solemnly declare as under:

1. That I have **passed out from IIHMR University in the academic year 2024–25**, having successfully completed the **programme MBA (HHM)**
2. That I am **self-employed / engaged in a family business**, actively involved in the management and operation of the business.
3. That the details of my self-employment / family business are as follows:

   a. Name of Business: Dock it here

   b. Nature/Type of Business: Startup

   c. Business Address: Vill - Bhawanipur, Ward No. 5 West Champaran Bihar

That my **current annual income is ₹950000/- (Rupees Nine Lakh Fifty Thousand Only)**.

That this declaration is made for the purpose of **official record.**

I hereby declare that the information stated above is true and correct to the best of my knowledge and belief. I understand that any false statement may render me liable for legal action as per applicable rules and regulations.

Date: 9/10/2025

Deepak Kumar

Signature

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Sakshi Pawar

From: Nandini T <NANDINI.T@NARAYANAHEALTH.ORG>
Sent: 07 October 2024 12:11 PM
To: Ankita Sood
Cc: Vinod Tejwani; Prem Anand K; Rituparna Mukherjee
Subject: Narayana Health Management Trainee Program - Indicative Offer

Importance: High

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Ankita,

Greetings from Narayana Health!!

Congratulations on being selected for the Narayana Health Management Trainee Program!

We are pleased to make an offer of intent to you for the position of **"Management Trainee"** at Narayana Health and you will be posted at one of our hospital locations across India as part of this program. You will receive all relevant details about the posting and training plan closer to your joining date.

Appended below is the compensation structure for this role. Kindly confirm your acceptance of the offered compensation by **EOD tomorrow (8th October)**.

Components	Monthly CTC	Annual CTC
Basic	29,167	3,50,000
HRA	17,500	2,10,000
Conveyance Allowance	3,500	42,000
Flexi Allowance	29,963	3,59,560
PF	1,800	21,600
Gratuity	1,403	16,836
CTC	**83,333**	**10,00,000**

Upon accepting this indicative offer and fulfilling other applicable requirements, we will send you a formal offer of employment in April 2025.

For any further information / queries, please feel free to reach out to us.

Thanks & Regards,
Nandini T
Manager – HR
Narayana Health Corporate Office: 261/A, 2nd Floor, Bommasandra Industrial Area,
Anekal Taluk, Bangalore- 560099
Mob: +91 9513245821

DISCLAIMER!!!

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Kindly refrain from printing this e-mail/documents unless necessary. Let us protect the environment together.

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Narayana Health

Ref. No : 60000001/65317

Dr. Deeksha Bhardwaj
PASCHIMPURI SIKANDRA 37 RADHIKA VIHAR
AGRA UTTAR PRADESH - 282007

Dear Deeksha,

Sub: Offer of Employment

We welcome you to Narayana Health (hereafter referred to as NH) and wish you a long tenure and rewarding career with us.

We take pleasure in inviting you to join the NH team as **Management Trainee - Administration** at Corporate Office Narayana Health, 261/A, 2nd Floor, Bommasandra Industrial Area, Anekal Taluk, Bangalore-560099. You will report to **General Manager - Human Resources at NH.** We believe that you will be a valuable addition to the NH team and wish you all success in this assignment. Your compensation is detailed in **Annexure 2**.

Working Hours: The Hospital operates 24 hours across 7 days a week. Your work hours will be intimated to you by your reporting manager. Please note that NH, as a service organization, accords high priority to customer service levels and therefore depending upon criticality of the requirements, you shall be required to accommodate changes to your work schedule as decided and communicated to you by the Organisation from time to time.

Date of Reporting: You are required to join duty no later than **09/06/2025** at 9:00 a.m. In the event of your failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by us. In case you need to extend your joining date, please discuss the same with us and your revised joining date will be communicated by us. You are required to report to the Human Resource Department to complete your joining formalities.

Probation and Notice Period: You will be on probation for a period of Six months from the date of joining. The notice period during the probation period will be one month, subsequently upon confirmation your notice period shall be Two months. Upon acceptance of this offer and reporting for duty a formal e- Appointment Letter will be available in the HRMS. Please notify HR incase of any clarification.

Please bring the documents as detailed in **Annexure 1** on the day of your joining. If you would like to know more about NH or have any questions or clarifications, please feel free to contact us.

Please note that the validity of this offer letter is subject to satisfactory completion of a background reference check and your medical fitness as per the pre-employment medical check-up which you shall undergo on the day of joining. Details of the medical check-up is available in Annexure1.

Please note that the terms of this offer are strictly confidential between you and NH. If you have any queries please contact Human Resources Department.

We look forward to having you on board and wish you a long and successful career at NH. Please sign and return the duplicate copy of this offer letter of your acceptance no later than **28/05/2025**. The validity of this offer will be contingent on your acceptance.

Best Wishes,

Sirshendu Mookherjee

Group Chief Human Resources Officer (Group CHRO)

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Narayana Health

Annexure 1: Explanatory Notes and Documents at the time of joining

1. Basic salary is fully taxable.
2. HRA is 60% of Basic salary. This will be subject to tax as per the applicable tax statutes.
3. Conveyance Allowance is for commuting from residence to office and back.
4. The employer's contribution to PF will be as per EPF Act 1952.
5. Flexi Allowance is payable to on monthly basis and is fully taxable.

The tax exemption for all categories of allowances is subject to prevailing Income tax laws.

Documents to be submitted at the time of joining:

1. Photocopies of all educational documents of school leaving (10th & 12th) , Graduation, Post-Graduation (if applicable).
2. Photocopy of the relieving letter from your previous organization.
3. Photocopies of the last 3 months salary slip, offer/appointment letter or a salary certificate from the previous employer.
4. Photocopy of PAN (Permanent Account Number) card, Aadhaar card and Address Proof.
5. Five (5) passport and one stamp size colour photographs.
6. Cancelled Cheque leaflet.
7. Duly signed offer letter.

The originals of the above mentioned documents are mandatory to be produced at the time of joining and the same will be returned to you after verification.

List of Medical Tests -

Fitness certificate from any major hospital where the following test have been referred.

Clinical Staff	Non-Clinical Staff
• Serology tests (HCV, HbsAg) • CBC • Blood Group RH factor • Chest X - Ray • Eye Check - Up • Hepatitis B Vaccine • Hepatitis B Antibody Titre	• CBC • Chest X - Ray • Eye Check - Up

Please note that the above tests would be performed free of cost* across NH network upon joining. However, if you choose to provide us a fitness certificate from other hospitals, NH shall not be liable to reimburse such expense claims.

*Free medical tests are only for the above listed ones. For further tests outside the ones listed above, as per the advice by the Doctors in declaration of your fitness, you shall arrange to pay for such additional tests as recommended.

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Narayana Hrudayalaya Limited
(Previously Narayana Hrudayalaya Pvt. Ltd.) CIN: U85110KA2000PLC027497
Registered Office: #258/A, Anekal Taluk, Hosur Road, Bommasandra Industrial Area, Bengaluru, Karnataka - 560099.
Corporate Office: Narayana Health, 261/A, 2nd Floor, Bommasandra Industrial Area, Anekal Taluk, Bangalore-560099.
Tel : 080-71222222 Fax: +91 80 2783 2648. www.narayanahealth.org

Narayana Health

Annexure 2- CTC Details

Name: Dr. Deeksha Bhardwaj

Effective Date: 09/06/2025

Your total annual compensation will be **INR 1000008**. Your compensation will be subject to deduction of tax at source as per statutory regulations. The break-up of the compensation is as under:

Components	In INR p.a.	Payable (Prorated)
Basic	350004	Monthly
HRA	210000	Monthly
Conveyance Allowance	42000	Monthly
Flexible allowance	359568	Monthly
Provident Fund	21600	Monthly
Gratuity	16836	Monthly
Total CTC	**1000008**	

National Pension Scheme (NPS) : You have an option to subscribe to NPS. If you choose to exercise this option, kindly intimate the HR Department before joining services of NH. In such an event, your CTC will be restructured to factor your subscription to NPS.

Gratuity: You will be covered under the Payment of Gratuity Act and will be eligible for gratuity benefits under the scheme after completion of stipulated period of employment at NH. The gratuity is payable on retirement from service or separation from the company on meeting the conditions of the act.

Insurance Benefits: You will be covered under Group Mediclaim (GMC), Group Term Life (GTL) and Group Personal Accident (GPA) benefits as outlined in the NH Insurance Benefits Policy.

Declaration:

I have read and understood the terms and conditions of the offer contained herein and I am happy to accept them for employment with NH. I will be joining NH on or before **09/06/2025** at 9:00am.

I do hereby authorize NH to conduct background verification checks as part of the Recruitment process.

Signature: Deeksha **Date: 26/05/2025**

Name: Deeksha Bhardwaj

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

RED.HEALTH
THE EMERGENCY CARE EXPERTS

OFFER LETTER

Date: 20 October 2024

Dear Jangade Uttara Vijay,

Welcome to Red.Health!

Congratulations on your decision to partner with us in our endeavour to change the face of emergency medical response.

We are pleased to offer you the position of **Management Trainee,** on the following terms and conditions:

1. Compensation and other benefits

1.1.**Fixed compensation** per annum – INR **6,00,000/-**(*breakup in Annexure A)

1.2.**Performance bonus** per annum – INR **1,00,000**/

1.3.**Longevity bonus (One Time)** – INR **1,00,000**/ to be paid upon completing 12 months with company.

1.4.**Equity -** You would receive an ESOP grant worth of INR **2,00,000**/ as per company policy.

1.5.**Gratuity** – You would be eligible for Gratuity as per the Payment of Gratuity Act, 1972 upon separation from the services of the company if the tenure with the company is equal to or more than 5 years

1.6.**Medical insurance** – You and your immediate family (spouse and up to 2 dependent children) will be covered under the company's Group Mediclaim policy

1.7.**Leaves** – You will be eligible for earned, wellness and other leaves as per the current company policy

1.8.**Life Insurance** – You will be covered under the company's group Term Life Policy with a cover equal to 36 months of your CTC

*Please note that the company shall be entitled to deduct, from the above remuneration payable to you the following contractual, statutory, and compulsory deductions:

- Provident Fund
- Income Tax deducted at source at the rates applicable
- Employment / Professional Taxes
- Dues to company including loans and advances

Registrar
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- Any other applicable statutory deductions

*The Income Tax liability with regards to your salary and perks will be governed by the tax laws of the country as applicable from time to time.

2. **Reporting Manager**

Your reporting manager will be finalized send communicated to you on your date of joining.

3. **Work Location**

Your initial work location for the first seven (7) days from your date of joining is tentatively designated as Hyderabad, subject to modification based on the company's requirements. During this period, you will undergo the necessary training to equip you with the competencies required for seamless performance in your role. Upon the completion of, or prior to, the conclusion of your training, your work location will be communicated. Please note that you may be required to travel, and Red.Health reserves the right to temporarily or permanently relocate you to any other location as per business needs, in compliance with applicable local laws.

4. Date of Joining

You are requested to join the services of the company not later than **21 July 2025,** failing which you may please consider this offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing.

5. Working Hours

You are expected to fulfill your duties on a full-time basis, spread over six (6) working days per week, with one designated day off, as determined by your reporting manager. Your daily working hours shall be nine (9) hours, in accordance with the schedule agreed upon and finalized by your reporting manager.

You may be required to work on your weekly off, public holiday(s), and in excess of your usual working hours when such is reasonably necessary for the proper discharge of your duties. Any remuneration for this additional work shall be deemed to be included in your base salary and you shall not be entitled to any additional remuneration or overtime, unless required by local law.

6. Probation Period

You would be on probation for a period of 3 months following the commencement of your employment. Your confirmation at the end of the probation period is subject to the successful completion of the review of your performance, by the relevant management team. The sole discretion of your confirmation lies with the Company. In the event of unsuccessful probation, where the Company decides not to on-board you as

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

a full-time employee, for reasons such as but not limited to non-performance issues, you would not be required to serve any notice period (unless the company elects to retain your services as per the notice period norms) and shall receive compensation in full only for the period served.

If you resign from your position with the Company during your probation period, you are required to provide written notice and serve a notice period of 30 days. The Company may elect (but shall not be obliged) to terminate your employment prior to the date of completion of your notice.

7. General

This offer of employment, your date of joining and your continued employment are subject to several factors, including but not limited to the following:

(i) satisfactory completion of local immigration requirements (if applicable);

(ii) satisfactory completion of any checks or verifications (which may include a background check) required by Red.Health

(iii) a determination by Red.Health that your employment will not lead to any adverse issues with Red.Health's business conduct and/or your employment will not lead to any conflict of interest with Red.Health's business

(iv) your execution of the Appointment Letter (which sets out provisions relating to the protection of Red.Health's business, including Red.Health's Confidential Information and post-employment covenants)

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please share the signed copy of this offer letter within 48 hours of receiving this letter**.**

Yours sincerely,
For and on behalf of,
StanPlus Technologies Pvt Ltd

Naman ..

Naman Goel
Vice President - People & Organization

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

RED.HEALTH
THE EMERGENCY CARE EXPERTS

Annexure A

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	2,27,104	18,925
HRA	90,842	7,570
Statutory Bonus	11,304	942
Special Allowance	2,38,510	19,876
Gross Salary	5,67,760	47,313
Provident Fund	21,600	1,800
Mediclaim Insurance	10,640	887
Fixed CTC	6,00,000	50,000
Variable Pay	1,00,000	
Cost To Company	7,00,000	

Yours sincerely,
For and on behalf of,
StanPlus Technologies Pvt Ltd

Naman ..

Naman Goel
Vice President - People & Organization

ACCEPTANCE OF OFFER

I declare that I have read and understood the terms and conditions of this offer of employment, and I accept the same.

Name:

Signature:

Date:

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Annexure B – Documents required for onboarding.

- Signed copy of the appointment letter (will be shared on the day of joining)
- PAN Card copy
- Aadhar Card copy
- Permanent Address proof
- Current Address proof
- 10^{th} marksheet (if applicable)
- 12^{th} marksheet (if applicable)
- Graduation / post-graduation marksheets for all semesters and passing certificates (if applicable)
- Last company's appointment letter (if applicable)
- Last company's latest salary increment letter (if applicable)
- Experience Letter / Relieving Letter / Resignation Acceptance Letter through official email (clearly stating that the resignation is accepted, and you are relieved) – if applicable
- Last 3 month's salary slips from previous employer (if applicable)
- Cancelled cheque copy for bank account details
- 1 passport size photograph

for
Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

IIHMR UNIVERSITY JAIPUR

SELF-DECLARATION OF SELF-EMPLOYMENT / FAMILY BUSINESS

To Whom It May Concern

I, **Ms. M Ayushee**, D/o **Mr. Brundaban Mallick**, residing at **Kalyani Nagar Lane No-2, Patrapada Khordha Odisha**, do hereby solemnly declare as under:

1. That I have **passed out from IIHMR University in the academic year 2024–25**, having successfully completed the **programme MBA (HHM)**
2. That I am **self-employed / engaged in a family business**, actively involved in the management and operation of the business.
3. That the details of my self-employment / family business are as follows:

   a. Name of Business: Potamacy Pharma

   b. Nature/Type of Business: Pharma

   c. Business Address: Patrapada Khordha Odisha

That my **current annual income is ₹1000000/- (Rupees Tan Lakh Only).**

That this declaration is made for the purpose of **official record.**

I hereby declare that the information stated above is true and correct to the best of my knowledge and belief. I understand that any false statement may render me liable for legal action as per applicable rules and regulations.

Date: 17-1-2025

Signature

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Ref. No : 60000001/65313

Dr. Maneesha Mohan
Vyttila, Ernakulam 11 B2 Kent Glass House, Kaniyampuzha Road
Ernakulam Kerala - 682019

Dear Maneesha,

Sub: Offer of Employment

We welcome you to Narayana Health (hereafter referred to as NH) and wish you a long tenure and rewarding career with us.

We take pleasure in inviting you to join the NH team as **Management Trainee - Administration** at Corporate Office Narayana Health, 261/A, 2nd Floor, Bommasandra Industrial Area, Anekal Taluk, Bangalore-560099. You will report to **General Manager - Human Resources at NH.** We believe that you will be a valuable addition to the NH team and wish you all success in this assignment. Your compensation is detailed in **Annexure 2.**

Working Hours: The Hospital operates 24 hours across 7 days a week. Your work hours will be intimated to you by your reporting manager. Please note that NH, as a service organization, accords high priority to customer service levels and therefore depending upon criticality of the requirements, you shall be required to accommodate changes to your work schedule as decided and communicated to you by the Organisation from time to time.

Date of Reporting: You are required to join duty no later than **09/06/2025** at 9:00 a.m. In the event of your failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by us. In case you need to extend your joining date, please discuss the same with us and your revised joining date will be communicated by us. You are required to report to the Human Resource Department to complete your joining formalities.

Probation and Notice Period: You will be on probation for a period of Six months from the date of joining. The notice period during the probation period will be one month, subsequently upon confirmation your notice period shall be Two months. Upon acceptance of this offer and reporting for duty a formal e- Appointment Letter will be available in the HRMS. Please notify HR incase of any clarification.

Please bring the documents as detailed in **Annexure 1** on the day of your joining. If you would like to know more about NH or have any questions or clarifications, please feel free to contact us.

Please note that the validity of this offer letter is subject to satisfactory completion of a background reference check and your medical fitness as per the pre-employment medical check-up which you shall undergo on the day of joining. Details of the medical check-up is available in Annexure1.

Please note that the terms of this offer are strictly confidential between you and NH. If you have any queries please contact Human Resources Department.

We look forward to having you on board and wish you a long and successful career at NH. Please sign and return the duplicate copy of this offer letter of your acceptance no later than **28/05/2025**. The validity of this offer will be contingent on your acceptance.

Best Wishes,

Sirshendu Mookherjee

Group Chief Human Resources Officer (Group CHRO)

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Annexure 1: Explanatory Notes and Documents at the time of joining

1. Basic salary is fully taxable.
2. HRA is 60% of Basic salary. This will be subject to tax as per the applicable tax statutes.
3. Conveyance Allowance is for commuting from residence to office and back.
4. The employer's contribution to PF will be as per EPF Act 1952.
5. Flexi Allowance is payable to on monthly basis and is fully taxable.

The tax exemption for all categories of allowances is subject to prevailing Income tax laws.

Documents to be submitted at the time of joining:

1. Photocopies of all educational documents of school leaving (10th & 12th) , Graduation, Post-Graduation (if applicable).
2. Photocopy of the relieving letter from your previous organization.
3. Photocopies of the last 3 months salary slip, offer/appointment letter or a salary certificate from the previous employer.
4. Photocopy of PAN (Permanent Account Number) card, Aadhaar card and Address Proof.
5. Five (5) passport and one stamp size colour photographs.
6. Cancelled Cheque leaflet.
7. Duly signed offer letter.

The originals of the above mentioned documents are mandatory to be produced at the time of joining and the same will be returned to you after verification.

List of Medical Tests -

Fitness certificate from any major hospital where the following test have been referred.

Clinical Staff	Non-Clinical Staff
• Serology tests (HCV, HbsAg) • CBC • Blood Group RH factor • Chest X - Ray • Eye Check - Up • Hepatitis B Vaccine • Hepatitis B Antibody Titre	• CBC • Chest X - Ray • Eye Check - Up

Please note that the above tests would be performed free of cost* across NH network upon joining. However, if you choose to provide us a fitness certificate from other hospitals, NH shall not be liable to reimburse such expense claims.

*Free medical tests are only for the above listed ones. For further tests outside the ones listed above, as per the advice by the Doctors in declaration of your fitness, you shall arrange to pay for such additional tests as recommended.

Narayana Hrudayalaya Limited
(Previously Narayana Hrudayalaya Pvt. Ltd.) CIN: U85110KA2000PLC027497
Registered Office: #258/A, Anekal Taluk, Hosur Road, Bommasandra Industrial Area, Bengaluru, Karnataka - 560099.
Corporate Office: Narayana Health, 261/A, 2nd Floor, Bommasandra Industrial Area, Anekal Taluk, Bangalore-560099.
Tel : 080-71222222 Fax: +91 80 2783 2648. www.narayanahealth.org

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Annexure 2- CTC Details

Name: Dr. Maneesha Mohan

Effective Date: 09/06/2025

Your total annual compensation will be **INR 1000008.** Your compensation will be subject to deduction of tax at source as per statutory regulations. The break-up of the compensation is as under:

Components	In INR p.a.	Payable (Prorated)
Basic	350004	Monthly
HRA	210000	Monthly
Conveyance Allowance	42000	Monthly
Flexible allowance	359568	Monthly
Provident Fund	21600	Monthly
Gratuity	16836	Monthly
Total CTC	**1000008**	

National Pension Scheme (NPS) : You have an option to subscribe to NPS. If you choose to exercise this option, kindly intimate the HR Department before joining services of NH. In such an event, your CTC will be restructured to factor your subscription to NPS.

Gratuity: You will be covered under the Payment of Gratuity Act and will be eligible for gratuity benefits under the scheme after completion of stipulated period of employment at NH. The gratuity is payable on retirement from service or separation from the company on meeting the conditions of the act.

Insurance Benefits: You will be covered under Group Mediclaim (GMC), Group Term Life (GTL) and Group Personal Accident (GPA) benefits as outlined in the NH Insurance Benefits Policy.

Declaration:

I have read and understood the terms and conditions of the offer contained herein and I am happy to accept them for employment with NH. I will be joining NH on or before **09/06/2025** at 9:00am.

I do hereby authorize NH to conduct background verification checks as part of the Recruitment process.

Signature: **Date: 26/05/2025**

Name: Maneesha Mohan

Narayana Hrudayalaya Limited
(Previously Narayana Hrudayalaya Pvt. Ltd.) CIN: U85110KA2000PLC027497
Registered Office: #258/A, Anekal Taluk, Hosur Road, Bommasandra Industrial Area, Bengaluru, Karnataka - 560099.
Corporate Office: Narayana Health, 261/A, 2nd Floor, Bommasandra Industrial Area, Anekal Taluk, Bangalore-560099.
Tel : 080-71222222 Fax: +91 80 2783 2648. www.narayanahealth.org

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

YASHODA HOSPITALS

Date: 06th December 2024

Dear Dr. Pallepati Aakanksha,

Subject: Pre-Placement Employment Offer

We are pleased to inform you that after evaluating your performance during your internship at Yashoda Hospitals, we were very impressed with your work. You have shown great dedication, skill, and a strong willingness to learn.

As a result, we are happy to offer you a Pre-Placement Offer. This offer reflects our confidence in your abilities, and we would be excited to have you join our team as early as possible.

Position: Assistant Manager

Department: Medical Operations

CTC: Rs.10,000,00/-(Rupees Ten Lakhs Only) Per annum.

We understand the importance of your academic commitments and are committed to offering the flexibility needed to help you balance both your academic and professional responsibilities. Kindly inform us of the earliest date you would be able to report for duty, with the expectation that you join us on or before 16th December 2024 .If you have any questions or need further clarification, please feel free to contact us.

We look forward to welcoming you back to Yashoda Hospitals.

Thank you for your hard work.

With Best Wishes,

A.V.Balaji Babu
Vice President-HR

Acceptance of Pre-Placement Offer:

I, Dr Pallepati Aakanksha, accept the Pre-Placement Offer from Yashoda Hospitals and look forward to joining. I will be joining the organization on 16 Dec 2024.

Signature: _____
Date: _____

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

50K/10-24

RED.HEALTH
THE EMERGENCY CARE EXPERTS

OFFER LETTER

Date: 17 October 2024

Dear Rakshit Tyagi,

Welcome to Red.Health!

Congratulations on your decision to partner with us in our endeavour to change the face of emergency medical response.

We are pleased to offer you the position of **Management Trainee,** on the following terms and conditions:

1. Compensation and other benefits

1.1.**Fixed compensation** per annum – INR **6,00,000/-**(*breakup in Annexure A)

1.2.**Performance bonus** per annum – INR **1,00,000**/

1.3.**Longevity bonus (One Time)** – INR **1,00,000**/ to be paid upon completing 12 months with company.

1.4.**Equity -** You would receive an ESOP grant worth of INR **2,00,000**/ as per company policy.

1.5.**Gratuity** – You would be eligible for Gratuity as per the Payment of Gratuity Act, 1972 upon separation from the services of the company if the tenure with the company is equal to or more than 5 years

1.6.**Medical insurance** – You and your immediate family (spouse and up to 2 dependent children) will be covered under the company's Group Mediclaim policy

1.7.**Leaves** – You will be eligible for earned, wellness and other leaves as per the current company policy

1.8.**Life Insurance** – You will be covered under the company's group Term Life Policy with a cover equal to 36 months of your CTC

*Please note that the company shall be entitled to deduct, from the above remuneration payable to you the following contractual, statutory, and compulsory deductions:

- Provident Fund
- Income Tax deducted at source at the rates applicable
- Employment / Professional Taxes
- Dues to company including loans and advances
- Any other applicable statutory deductions

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

*The Income Tax liability with regards to your salary and perks will be governed by the tax laws of the country as applicable from time to time.

2. **Reporting Manager**

your reporting manager will be finalized send communicated to you on your date of joining.

3. **Work Location**

Your initial work location for the first seven (7) days from your date of joining is tentatively designated as Hyderabad, subject to modification based on the company's requirements. During this period, you will undergo the necessary training to equip you with the competencies required for seamless performance in your role. Upon the completion of, or prior to, the conclusion of your training, your work location will be communicated. Please note that you may be required to travel, and Red.Health reserves the right to temporarily or permanently relocate you to any other location as per business needs, in compliance with applicable local laws.

4. Date of Joining

You are requested to join the services of the company not later than **21 July 2025,** failing which you may please consider this offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing.

5. Working Hours

You are expected to fulfill your duties on a full-time basis, spread over six (6) working days per week, with one designated day off, as determined by your reporting manager. Your daily working hours shall be nine (9) hours, in accordance with the schedule agreed upon and finalized by your reporting manager.

You may be required to work on your weekly off, public holiday(s), and in excess of your usual working hours when such is reasonably necessary for the proper discharge of your duties. Any remuneration for this additional work shall be deemed to be included in your base salary and you shall not be entitled to any additional remuneration or overtime, unless required by local law.

You may be required to work on weekly off, public holidays and in excess of the usual office hours when such is reasonably necessary for the proper discharge of your duties. Any remuneration for this additional work shall be deemed to be included in your base salary and you shall not be entitled to any additional remuneration or overtime, unless required by local law.

6. Probation Period

You would be on probation for a period of 3 months following the commencement of your employment. Your confirmation at the end of the probation period is subject to the successful completion of the review

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

of your performance, by the relevant management team. The sole discretion of your confirmation lies with the Company. In the event of unsuccessful probation, where the Company decides not to on-board you as a full-time employee, for reasons such as but not limited to non-performance issues, you would not be required to serve any notice period (unless the company elects to retain your services as per the notice period norms) and shall receive compensation in full only for the period served.

If you resign from your position with the Company during your probation period, you are required to provide written notice and serve a notice period of 30 days. The Company may elect (but shall not be obliged) to terminate your employment prior to the date of completion of your notice.

7. General

This offer of employment, your date of joining and your continued employment are subject to several factors, including but not limited to the following:

(i) satisfactory completion of local immigration requirements (if applicable);

(ii) satisfactory completion of any checks or verifications (which may include a background check) required by Red.Health

(iii) a determination by Red.Health that your employment will not lead to any adverse issues with Red.Health's business conduct and/or your employment will not lead to any conflict of interest with Red.Health's business

(iv) your execution of the Appointment Letter (which sets out provisions relating to the protection of Red.Health's business, including Red.Health's Confidential Information and post-employment covenants)

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please share the signed copy of this offer letter within 48 hours of receiving this letter**.**

Yours sincerely,
For and on behalf of,
StanPlus Technologies Pvt Ltd

Naman ..

Naman Goel
Vice President - People & Organization

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

RED.HEALTH
THE EMERGENCY CARE EXPERTS

Annexure A

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	2,27,104	18,925
HRA	90,842	7,570
Statutory Bonus	11,304	942
Special Allowance	2,38,510	19,876
Gross Salary	5,67,760	47,313
Provident Fund	21,600	1,800
Mediclaim Insurance	10,640	887
Fixed CTC	6,00,000	50,000
Variable Pay	1,00,000	
Cost To Company	7,00,000	

Yours sincerely,
For and on behalf of,
StanPlus Technologies Pvt Ltd

Naman ..

Naman Goel
Vice President - People & Organization

ACCEPTANCE OF OFFER

I declare that I have read and understood the terms and conditions of this offer of employment, and I accept the same.

for
Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

RED.HEALTH
THE EMERGENCY CARE EXPERTS

Name:

Signature:

Date:

Annexure B – Documents required for onboarding.

- Signed copy of the appointment letter (will be shared on the day of joining)
- PAN Card copy
- Aadhar Card copy
- Permanent Address proof
- Current Address proof
- 10^{th} marksheet (if applicable)
- 12^{th} marksheet (if applicable)
- Graduation / post-graduation marksheets for all semesters and passing certificates (if applicable)
- Last company's appointment letter (if applicable)
- Last company's latest salary increment letter (if applicable)
- Experience Letter / Relieving Letter / Resignation Acceptance Letter through official email (clearly stating that the resignation is accepted, and you are relieved) – if applicable
- Last 3 month's salary slips from previous employer (if applicable)
- Cancelled cheque copy for bank account details
- 1 passport size photograph

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

RED.HEALTH
THE EMERGENCY CARE EXPERTS

OFFER LETTER

Date: 17 October 2024

Dear Raktima Kerni,

Welcome to Red.Health!

Congratulations on your decision to partner with us in our endeavour to change the face of emergency medical response.

We are pleased to offer you the position of **Management Trainee,** on the following terms and conditions:

1. Compensation and other benefits

1.1.**Fixed compensation** per annum – INR **6,00,000/-**(*breakup in Annexure A)

1.2.**Performance bonus** per annum – INR **1,00,000**/

1.3.**Longevity bonus (One Time)** – INR **1,00,000**/ to be paid upon completing 12 months with company.

1.4.**Equity -** You would receive an ESOP grant worth of INR **2,00,000**/ as per company policy.

1.5.**Gratuity** – You would be eligible for Gratuity as per the Payment of Gratuity Act, 1972 upon separation from the services of the company if the tenure with the company is equal to or more than 5 years

1.6.**Medical insurance** – You and your immediate family (spouse and up to 2 dependent children) will be covered under the company's Group Mediclaim policy

1.7.**Leaves** – You will be eligible for earned, wellness and other leaves as per the current company policy

1.8.**Life Insurance** – You will be covered under the company's group Term Life Policy with a cover equal to 36 months of your CTC

*Please note that the company shall be entitled to deduct, from the above remuneration payable to you the following contractual, statutory, and compulsory deductions:

- Provident Fund
- Income Tax deducted at source at the rates applicable
- Employment / Professional Taxes
- Dues to company including loans and advances

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

- Any other applicable statutory deductions

*The Income Tax liability with regards to your salary and perks will be governed by the tax laws of the country as applicable from time to time.

2. **Reporting Manager**

Your reporting manager will be finalized send communicated to you on your date of joining.

3. **Work Location**

Your initial work location for the first seven (7) days from your date of joining is tentatively designated as Hyderabad, subject to modification based on the company's requirements. During this period, you will undergo the necessary training to equip you with the competencies required for seamless performance in your role. Upon the completion of, or prior to, the conclusion of your training, your work location will be communicated. Please note that you may be required to travel, and Red.Health reserves the right to temporarily or permanently relocate you to any other location as per business needs, in compliance with applicable local laws.

4. Date of Joining

You are requested to join the services of the company not later than **21 July 2025,** failing which you may please consider this offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing.

5. Working Hours

You are expected to fulfill your duties on a full-time basis, spread over six (6) working days per week, with one designated day off, as determined by your reporting manager. Your daily working hours shall be nine (9) hours, in accordance with the schedule agreed upon and finalized by your reporting manager.

You may be required to work on your weekly off, public holiday(s), and in excess of your usual working hours when such is reasonably necessary for the proper discharge of your duties. Any remuneration for this additional work shall be deemed to be included in your base salary and you shall not be entitled to any additional remuneration or overtime, unless required by local law.

6. Probation Period

You would be on probation for a period of 3 months following the commencement of your employment. Your confirmation at the end of the probation period is subject to the successful completion of the review of your performance, by the relevant management team. The sole discretion of your confirmation lies with the Company. In the event of unsuccessful probation, where the Company decides not to on-board you as

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

a full-time employee, for reasons such as but not limited to non-performance issues, you would not be required to serve any notice period (unless the company elects to retain your services as per the notice period norms) and shall receive compensation in full only for the period served.

If you resign from your position with the Company during your probation period, you are required to provide written notice and serve a notice period of 30 days. The Company may elect (but shall not be obliged) to terminate your employment prior to the date of completion of your notice.

7. General

This offer of employment, your date of joining and your continued employment are subject to several factors, including but not limited to the following:

(i) satisfactory completion of local immigration requirements (if applicable);

(ii) satisfactory completion of any checks or verifications (which may include a background check) required by Red.Health

(iii) a determination by Red.Health that your employment will not lead to any adverse issues with Red.Health's business conduct and/or your employment will not lead to any conflict of interest with Red.Health's business

(iv) your execution of the Appointment Letter (which sets out provisions relating to the protection of Red.Health's business, including Red.Health's Confidential Information and post-employment covenants)

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please share the signed copy of this offer letter within 48 hours of receiving this letter**.**

Yours sincerely,
For and on behalf of,
StanPlus Technologies Pvt Ltd

Naman ..

Naman Goel
Vice President - People & Organization

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

RED.HEALTH
THE EMERGENCY CARE EXPERTS

Annexure A

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	2,27,104	18,925
HRA	90,842	7,570
Statutory Bonus	11,304	942
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Fixed CTC	6,00,000	50,000
Variable Pay	1,00,000	
Cost To Company	7,00,000	

Yours sincerely,
For and on behalf of,
StanPlus Technologies Pvt Ltd

Naman ..

Naman Goel
Vice President - People & Organization

ACCEPTANCE OF OFFER

I declare that I have read and understood the terms and conditions of this offer of employment, and I accept the same.

Name:

Signature:

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

RED.HEALTH
THE EMERGENCY CARE EXPERTS

Date:

Annexure B – Documents required for onboarding.

- Signed copy of the appointment letter (will be shared on the day of joining)
- PAN Card copy
- Aadhar Card copy
- Permanent Address proof
- Current Address proof
- 10^{th} marksheet (if applicable)
- 12^{th} marksheet (if applicable)
- Graduation / post-graduation marksheets for all semesters and passing certificates (if applicable)
- Last company's appointment letter (if applicable)
- Last company's latest salary increment letter (if applicable)
- Experience Letter / Relieving Letter / Resignation Acceptance Letter through official email (clearly stating that the resignation is accepted, and you are relieved) – if applicable
- Last 3 month's salary slips from previous employer (if applicable)
- Cancelled cheque copy for bank account details
- 1 passport size photograph

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Narayana Health

Ref. No : 60000001/65311

Dr. Rishika Bhatia
22-Block-C, Satjot Nagar, Dhandra Road, Gill
Ludhiana Punjab - 141116

Dear Rishika,

Sub: Offer of Employment

We welcome you to Narayana Health (hereafter referred to as NH) and wish you a long tenure and rewarding career with us.

We take pleasure in inviting you to join the NH team as **Management Trainee - Administration** at Corporate Office Narayana Health, 261/A, 2nd Floor, Bommasandra Industrial Area, Anekal Taluk, Bangalore-560099. You will report to **General Manager - Human Resources at NH.** We believe that you will be a valuable addition to the NH team and wish you all success in this assignment. Your compensation is detailed in **Annexure 2.**

Working Hours: The Hospital operates 24 hours across 7 days a week. Your work hours will be intimated to you by your reporting manager. Please note that NH, as a service organization, accords high priority to customer service levels and therefore depending upon criticality of the requirements, you shall be required to accommodate changes to your work schedule as decided and communicated to you by the Organisation from time to time.

Date of Reporting: You are required to join duty no later than **09/06/2025** at 9:00 a.m. In the event of your failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by us. In case you need to extend your joining date, please discuss the same with us and your revised joining date will be communicated by us. You are required to report to the Human Resource Department to complete your joining formalities.

Probation and Notice Period: You will be on probation for a period of Six months from the date of joining. The notice period during the probation period will be one month, subsequently upon confirmation your notice period shall be Two months. Upon acceptance of this offer and reporting for duty a formal e- Appointment Letter will be available in the HRMS. Please notify HR incase of any clarification.

Please bring the documents as detailed in **Annexure 1** on the day of your joining. If you would like to know more about NH or have any questions or clarifications, please feel free to contact us.

Please note that the validity of this offer letter is subject to satisfactory completion of a background reference check and your medical fitness as per the pre-employment medical check-up which you shall undergo on the day of joining. Details of the medical check-up is available in Annexure1.

Please note that the terms of this offer are strictly confidential between you and NH. If you have any queries please contact Human Resources Department.

We look forward to having you on board and wish you a long and successful career at NH. Please sign and return the duplicate copy of this offer letter of your acceptance no later than **28/05/2025.** The validity of this offer will be contingent on your acceptance.

Best Wishes,

Sirshendu Mookherjee

Group Chief Human Resources Officer (Group CHRO)

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Narayana Health

Annexure 1: Explanatory Notes and Documents at the time of joining

1. Basic salary is fully taxable.
2. HRA is 60% of Basic salary. This will be subject to tax as per the applicable tax statutes.
3. Conveyance Allowance is for commuting from residence to office and back.
4. The employer's contribution to PF will be as per EPF Act 1952.
5. Flexi Allowance is payable to on monthly basis and is fully taxable.

The tax exemption for all categories of allowances is subject to prevailing Income tax laws.

Documents to be submitted at the time of joining:

1. Photocopies of all educational documents of school leaving (10th & 12th) , Graduation, Post-Graduation (if applicable).
2. Photocopy of the relieving letter from your previous organization.
3. Photocopies of the last 3 months salary slip, offer/appointment letter or a salary certificate from the previous employer.
4. Photocopy of PAN (Permanent Account Number) card, Aadhaar card and Address Proof.
5. Five (5) passport and one stamp size colour photographs.
6. Cancelled Cheque leaflet.
7. Duly signed offer letter.

The originals of the above mentioned documents are mandatory to be produced at the time of joining and the same will be returned to you after verification.

List of Medical Tests -

Fitness certificate from any major hospital where the following test have been referred.

Clinical Staff	Non-Clinical Staff
• Serology tests (HCV, HbsAg) • CBC • Blood Group RH factor • Chest X - Ray • Eye Check - Up • Hepatitis B Vaccine • Hepatitis B Antibody Titre	• CBC • Chest X - Ray • Eye Check - Up

Please note that the above tests would be performed free of cost* across NH network upon joining. However, if you choose to provide us a fitness certificate from other hospitals, NH shall not be liable to reimburse such expense claims.

*Free medical tests are only for the above listed ones. For further tests outside the ones listed above, as per the advice by the Doctors in declaration of your fitness, you shall arrange to pay for such additional tests as recommended.

Narayana Hrudayalaya Limited
(Previously Narayana Hrudayalaya Pvt. Ltd.) CIN: U85110KA2000PLC027497
Registered Office: #258/A, Anekal Taluk, Hosur Road, Bommasandra Industrial Area, Bengaluru, Karnataka - 560099.
Corporate Office: Narayana Health, 261/A, 2nd Floor, Bommasandra Industrial Area, Anekal Taluk, Bangalore-560099.
Tel : 080-71222222 Fax: +91 80 2783 2648. www.narayanahealth.org

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The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Narayana Health

Annexure 2- CTC Details

Name: Dr. Rishika Bhatia

Effective Date: 09/06/2025

Your total annual compensation will be **INR 1000008**. Your compensation will be subject to deduction of tax at source as per statutory regulations. The break-up of the compensation is as under:

Components	In INR p.a.	Payable (Prorated)
Basic	350004	Monthly
HRA	210000	Monthly
Conveyance Allowance	42000	Monthly
Flexible allowance	359568	Monthly
Provident Fund	21600	Monthly
Gratuity	16836	Monthly
Total CTC	**1000008**	

National Pension Scheme (NPS) : You have an option to subscribe to NPS. If you choose to exercise this option, kindly intimate the HR Department before joining services of NH. In such an event, your CTC will be restructured to factor your subscription to NPS.

Gratuity: You will be covered under the Payment of Gratuity Act and will be eligible for gratuity benefits under the scheme after completion of stipulated period of employment at NH. The gratuity is payable on retirement from service or separation from the company on meeting the conditions of the act.

Insurance Benefits: You will be covered under Group Mediclaim (GMC), Group Term Life (GTL) and Group Personal Accident (GPA) benefits as outlined in the NH Insurance Benefits Policy.

Declaration:

I have read and understood the terms and conditions of the offer contained herein and I am happy to accept them for employment with NH. I will be joining NH on or before **09/06/2025** at 9:00am.

I do hereby authorize NH to conduct background verification checks as part of the Recruitment process.

Signature: Rishika **Date: 26/05/2025**

Name: Rishika Bhatia

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The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

IIHMR UNIVERSITY JAIPUR

SELF-DECLARATION OF SELF-EMPLOYMENT / FAMILY BUSINESS

To Whom It May Concern

I, **Mr. Samarth Gupta**, S/o **Mr. Sunil Gupta**, residing at **C-32-A, Kusum Vihar, Jagatpura Jaipur Rajasthan**, do hereby solemnly declare as under:

1. That I have **passed out from IIHMR University in the academic year 2024–25**, having successfully completed the **programme MBA (HHM)**
2. That I am **self-employed / engaged in a family business**, actively involved in the management and operation of the business.
3. That the details of my self-employment / family business are as follows:

   a. Name of Business: BootWay

   b. Nature/Type of Business: Health IT

   c. Business Address: Jaipur, Rajasthan

That my **current annual income is ₹1000000/- (Rupees Tan Lakh Only)**.

That this declaration is made for the purpose of **official record.**

I hereby declare that the information stated above is true and correct to the best of my knowledge and belief. I understand that any false statement may render me liable for legal action as per applicable rules and regulations.

Date: 11-02-2025

Samarth

Signature

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Ref. No : 60000001/65591

Mr. SOUMAK BANERJEE
BOMMASANDRA INDL AREA A-5 VIJAYA BUILDING
BANGALORE Karnataka - 560099

Dear SOUMAK,

Sub: Offer of Employment

We welcome you to Narayana Health (hereafter referred to as NH) and wish you a long tenure and rewarding career with us.

We take pleasure in inviting you to join the NH team as **Deputy Manager** - **Materials Management** at Corporate Office Narayana Health, 261/A, 2nd Floor, Bommasandra Industrial Area, Anekal Taluk, Bangalore-560099. You will report to **Senior General Manager - Materials Management at NH.** We believe that you will be a valuable addition to the NH team and wish you all success in this assignment. Your compensation is detailed in **Annexure 2**.

Working Hours: The Hospital operates 24 hours across 7 days a week. Your work hours will be intimated to you by your reporting manager. Please note that NH, as a service organization, accords high priority to customer service levels and therefore depending upon criticality of the requirements, you shall be required to accommodate changes to your work schedule as decided and communicated to you by the Organisation from time to time.

Date of Reporting: You are required to join duty no later than **09/06/2025** at 9:00 a.m. In the event of your failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by us. In case you need to extend your joining date, please discuss the same with us and your revised joining date will be communicated by us. You are required to report to the Human Resource Department to complete your joining formalities.

Probation and Notice Period: You will be on probation for a period of Six months from the date of joining. The notice period during the probation period will be one month, subsequently upon confirmation your notice period shall be Two months. Upon acceptance of this offer and reporting for duty a formal e- Appointment Letter will be available in the HRMS. Please notify HR incase of any clarification.

Please bring the documents as detailed in **Annexure 1** on the day of your joining. If you would like to know more about NH or have any questions or clarifications, please feel free to contact us.

Please note that the validity of this offer letter is subject to satisfactory completion of a background reference check and your medical fitness as per the pre-employment medical check-up which you shall undergo on the day of joining. Details of the medical check-up is available in Annexure1.

Please note that the terms of this offer are strictly confidential between you and NH. If you have any queries please contact Human Resources Department.

We look forward to having you on board and wish you a long and successful career at NH. Please sign and return the duplicate copy of this offer letter of your acceptance no later than **28/05/2025**. The validity of this offer will be contingent on your acceptance.

Best Wishes,

Sirshendu Mookherjee

Group Chief Human Resources Officer (Group CHRO)

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Annexure 1: Explanatory Notes and Documents at the time of joining

1. Basic salary is fully taxable.
2. HRA is 60% of Basic salary. This will be subject to tax as per the applicable tax statutes.
3. Conveyance Allowance is for commuting from residence to office and back.
4. The employer's contribution to PF will be as per EPF Act 1952.
5. Flexi Allowance is payable to on monthly basis and is fully taxable.

The tax exemption for all categories of allowances is subject to prevailing Income tax laws.

Documents to be submitted at the time of joining:

1. Photocopies of all educational documents of school leaving (10th & 12th) , Graduation, Post-Graduation (if applicable).
2. Photocopy of the relieving letter from your previous organization.
3. Photocopies of the last 3 months salary slip, offer/appointment letter or a salary certificate from the previous employer.
4. Photocopy of PAN (Permanent Account Number) card, Aadhaar card and Address Proof.
5. Five (5) passport and one stamp size colour photographs.
6. Cancelled Cheque leaflet.
7. Duly signed offer letter.

The originals of the above mentioned documents are mandatory to be produced at the time of joining and the same will be returned to you after verification.

List of Medical Tests -

Fitness certificate from any major hospital where the following test have been referred.

Clinical Staff	Non-Clinical Staff
• Serology tests (HCV, HbsAg) • CBC • Blood Group RH factor • Chest X - Ray • Eye Check - Up • Hepatitis B Vaccine • Hepatitis B Antibody Titre	• CBC • Chest X - Ray • Eye Check - Up

Please note that the above tests would be performed free of cost* across NH network upon joining. However, if you choose to provide us a fitness certificate from other hospitals, NH shall not be liable to reimburse such expense claims.

*Free medical tests are only for the above listed ones. For further tests outside the ones listed above, as per the advice by the Doctors in declaration of your fitness, you shall arrange to pay for such additional tests as recommended.

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Annexure 2- CTC Details

Name: Mr. SOUMAK BANERJEE

Effective Date: 09/06/2025

Your total annual compensation will be **INR 1000008**. Your compensation will be subject to deduction of tax at source as per statutory regulations. The break-up of the compensation is as under:

Components	In INR p.a.	Payable (Prorated)
Basic	350004	Monthly
HRA	210000	Monthly
Conveyance Allowance	42000	Monthly
Flexible allowance	359568	Monthly
Provident Fund	21600	Monthly
Gratuity	16836	Monthly
Total CTC	**1000008**	

National Pension Scheme (NPS) : You have an option to subscribe to NPS. If you choose to exercise this option, kindly intimate the HR Department before joining services of NH. In such an event, your CTC will be restructured to factor your subscription to NPS.

Gratuity: You will be covered under the Payment of Gratuity Act and will be eligible for gratuity benefits under the scheme after completion of stipulated period of employment at NH. The gratuity is payable on retirement from service or separation from the company on meeting the conditions of the act.

Insurance Benefits: You will be covered under Group Mediclaim (GMC), Group Term Life (GTL) and Group Personal Accident (GPA) benefits as outlined in the NH Insurance Benefits Policy.

Declaration:

I have read and understood the terms and conditions of the offer contained herein and I am happy to accept them for employment with NH. I will be joining NH on or before **09/06/2025** at 9:00am.

I do hereby authorize NH to conduct background verification checks as part of the Recruitment process.

Signature: **Date: 26/05/2025**

Name: SOUMAK BANERJEE

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Narayana Hrudayalaya Limited
(Previously Narayana Hrudayalaya Pvt. Ltd.) CIN: U85110KA2000PLC027497
Registered Office: #258/A, Anekal Taluk, Hosur Road, Bommasandra Industrial Area, Bengaluru, Karnataka - 560099.
Corporate Office: Narayana Health, 261/A, 2nd Floor, Bommasandra Industrial Area, Anekal Taluk, Bangalore-560099.
Tel : 080-71222222 Fax: +91 80 2783 2648. www.narayanahealth.org

RED.HEALTH
THE EMERGENCY CARE EXPERTS

OFFER LETTER

Date: 17 October 2024

Dear Vaibhav Singh,

Welcome to Red.Health!

Congratulations on your decision to partner with us in our endeavour to change the face of emergency medical response.

We are pleased to offer you the position of **Management Trainee,** on the following terms and conditions:

1. Compensation and other benefits

1.1.**Fixed compensation** per annum – INR **6,00,000/-**(*breakup in Annexure A)

1.2.**Performance bonus** per annum – INR **1,00,000**/

1.3.**Longevity bonus (One Time)** – INR **1,00,000**/ to be paid upon completing 12 months with company.

1.4.**Equity -** You would receive an ESOP grant worth of INR **2,00,000**/ as per company policy.

1.5.**Gratuity** – You would be eligible for Gratuity as per the Payment of Gratuity Act, 1972 upon separation from the services of the company if the tenure with the company is equal to or more than 5 years

1.6.**Medical insurance** – You and your immediate family (spouse and up to 2 dependent children) will be covered under the company's Group Mediclaim policy

1.7.**Leaves** – You will be eligible for earned, wellness and other leaves as per the current company policy

1.8.**Life Insurance** – You will be covered under the company's group Term Life Policy with a cover equal to 36 months of your CTC

*Please note that the company shall be entitled to deduct, from the above remuneration payable to you the following contractual, statutory, and compulsory deductions:

- Provident Fund
- Income Tax deducted at source at the rates applicable
- Employment / Professional Taxes
- Dues to company including loans and advances

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- Any other applicable statutory deductions

*The Income Tax liability with regards to your salary and perks will be governed by the tax laws of the country as applicable from time to time.

2. **Reporting Manager**

Your reporting manager will be finalized send communicated to you on your date of joining.

3. **Work Location**

Your initial work location for the first seven (7) days from your date of joining is tentatively designated as Hyderabad, subject to modification based on the company's requirements. During this period, you will undergo the necessary training to equip you with the competencies required for seamless performance in your role. Upon the completion of, or prior to, the conclusion of your training, your work location will be communicated. Please note that you may be required to travel, and Red.Health reserves the right to temporarily or permanently relocate you to any other location as per business needs, in compliance with applicable local laws.

4. Date of Joining

You are requested to join the services of the company not later than **21 July 2025,** failing which you may please consider this offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing.

5. Working Hours

You are expected to fulfill your duties on a full-time basis, spread over six (6) working days per week, with one designated day off, as determined by your reporting manager. Your daily working hours shall be nine (9) hours, in accordance with the schedule agreed upon and finalized by your reporting manager.

You may be required to work on your weekly off, public holiday(s), and in excess of your usual working hours when such is reasonably necessary for the proper discharge of your duties. Any remuneration for this additional work shall be deemed to be included in your base salary and you shall not be entitled to any additional remuneration or overtime, unless required by local law.

6. Probation Period

You would be on probation for a period of 3 months following the commencement of your employment. Your confirmation at the end of the probation period is subject to the successful completion of the review

for Registrar
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of your performance, by the relevant management team. The sole discretion of your confirmation lies with the Company. In the event of unsuccessful probation, where the Company decides not to on-board you as a full-time employee, for reasons such as but not limited to non-performance issues, you would not be required to serve any notice period (unless the company elects to retain your services as per the notice period norms) and shall receive compensation in full only for the period served.

If you resign from your position with the Company during your probation period, you are required to provide written notice and serve a notice period of 30 days. The Company may elect (but shall not be obliged) to terminate your employment prior to the date of completion of your notice.

7. General

This offer of employment, your date of joining and your continued employment are subject to several factors, including but not limited to the following:

(i) satisfactory completion of local immigration requirements (if applicable);

(ii) satisfactory completion of any checks or verifications (which may include a background check) required by Red.Health

(iii) a determination by Red.Health that your employment will not lead to any adverse issues with Red.Health's business conduct and/or your employment will not lead to any conflict of interest with Red.Health's business

(iv) your execution of the Appointment Letter (which sets out provisions relating to the protection of Red.Health's business, including Red.Health's Confidential Information and post-employment covenants)

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please share the signed copy of this offer letter within 48 hours of receiving this letter**.**

Yours sincerely,
For and on behalf of,
StanPlus Technologies Pvt Ltd

Naman ..

Naman Goel
Vice President - People & Organization

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Sanganer Airport, Jaipur-302029

RED.HEALTH
THE EMERGENCY CARE EXPERTS

Annexure A

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	2,27,104	18,925
HRA	90,842	7,570
Statutory Bonus	11,304	942
Special Allowance	2,38,510	19,876
Gross Salary	5,67,760	47,313
Provident Fund	21,600	1,800
Mediclaim Insurance	10,640	887
Fixed CTC	6,00,000	50,000
Variable Pay	1,00,000	
Cost To Company	7,00,000	

Yours sincerely,
For and on behalf of,
StanPlus Technologies Pvt Ltd

Naman ..

Naman Goel
Vice President - People & Organization

ACCEPTANCE OF OFFER

I declare that I have read and understood the terms and conditions of this offer of employment, and I accept the same.

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RED.HEALTH
THE EMERGENCY CARE EXPERTS

Name:

Signature:

Date:

Annexure B – Documents required for onboarding.

- Signed copy of the appointment letter (will be shared on the day of joining)
- PAN Card copy
- Aadhar Card copy
- Permanent Address proof
- Current Address proof
- 10^{th} marksheet (if applicable)
- 12^{th} marksheet (if applicable)
- Graduation / post-graduation marksheets for all semesters and passing certificates (if applicable)
- Last company's appointment letter (if applicable)
- Last company's latest salary increment letter (if applicable)
- Experience Letter / Relieving Letter / Resignation Acceptance Letter through official email (clearly stating that the resignation is accepted, and you are relieved) – if applicable
- Last 3 month's salary slips from previous employer (if applicable)
- Cancelled cheque copy for bank account details
- 1 passport size photograph

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Prabhu Dayal Marg, Near
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Private & Confidential
Ref. No: 644846WD

7-Jul-2025

Mr. Deepankar Dileep Kumar
C/o. Mr. Dileep Kumar Madhavan Pillai
TENRA 204, Deepalayam
Near Polite Associates, Kannetumukku
Thycaud P.O. , Trivandrum
695014

Dear **Deepankar,**

Sub: Contract of Employment

We are pleased to appoint you at Job Level of **IND Associate** and Management Level of **IND Associate** in the **One Consulting** Sub Business of the **Advisory** Line of Service of **PricewaterhouseCoopers Services LLP** ("LLP"). It is expected that you would join on **24-Jul-2025.** This offer of appointment is subject to the terms and conditions attached hereto (Appendix A and Appendix B).

Your place of posting will be Bengaluru Millenia.

Your Total Base Pay (i.e. annual fixed compensation) will be **Rs. 800000/- (Rupees Eight Lakh only)** as detailed in **Appendix A**. You will also be eligible for annual variable pay as per the LLP's extant internal Policy as indicated in **Appendix A**. Review of your performance and compensation would be done periodically in line with the LLP's policies.

Appendix B lists out the broad terms and conditions of service governing your employment with the LLP. These are subject to change from time to time. You will be expected to carefully read, and keep yourself abreast of, the policies of the LLP as announced or amended from time to time. These amendments would be binding on you, immediately on its publication.

It is important to note that the LLP has a documented Human Capital Manual or Policy (hereinafter HC Policy). The HC Policy inter-alia contains various important provisions, for e.g. leaves, notice period, independence policy, etc. which are applicable to all staff members. Such provisions of HC Policy shall, by reference, be deemed to be part of your employment contract with the LLP and you shall at all times be bound by the same. Furthermore, all women employees are entitled to benefit under the Maternity Benefit Act, please refer to the Human Capital Manual or Policy as available under the "Policy House" for further details in this regard.

As an employee of the LLP, you are requested to go through the HC Policy and other policies or any amendment therein carefully to fully understand these provisions and its implication on your employment with the LLP.

In the event of any inconsistency between this employment contract and the HC Policy, the provisions of HC Policy shall supersede.

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To confirm your acceptance to this agreement, please initial all the pages and put your signature on the declaration at the last page of this agreement and return to us the duplicate copy of the entire agreement duly initialed and signed. Please note that this offer shall remain open for 3 days post-receipt of this employment contract, by which date if you have not given your acceptance in writing it shall automatically be deemed to have been rejected. In the event that you accept this offer, you are required to join your duties with us latest by **24-Jul-2025** failing which it shall be assumed that you have decided not to join and thus to have rejected this offer.

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

Yours faithfully,
For **PricewaterhouseCoopers Services LLP,**

Joydeep Roy
Managing Director

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Prabhu Dayal Marg, Near
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APPENDIX A

Your total rewards statement

Name:	**Deepankar Dileep Kumar**		
LoS:	**Advisory**	**SBU:**	**One Consulting**
Management Level:	**IND Associate**	**Effective Date:**	**24-Jul-2025**
	My pay: Performance based and best-in-class payouts.		
Components		**Annual**	**Monthly**
Total Base Pay	Basic	**₹ 320000**	**₹ 26667**
	House Rent Allowance	**₹ 160000**	**₹ 13333**
	Provident Fund (Employers' Contribution)	**₹ 38400**	**₹ 3200**
	Total	**₹ 518400**	**₹ 43200**
	Reimbursable Flexible Benefits (RFB) & Employers' contribution to National Pension Scheme	**₹ 281600**	
	Total Base Pay	**₹ 800000**	
Performance Incentive*	Variable Pay (earning potential @25% for Top Rater)	**₹ 200000**	
JB**	**One time ex-gratia payment**	**₹ -**	
Total Rewards	**Potential Total Cash Compensation in the first year**	**₹ 1000000**	
Gratuity	Annual Gratuity Contribution (Contribution@4.81% of Basic)	**₹ 15392**	
Insurances	Estimated Cost of Insurance Premium paid (includes GMC, GPA & GTLI)	**₹ 16890**	

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CTC	**Total Cost to Company in the first year**	**₹ 1032282**	
*Performance Based - Range : 0% - 25% of the total base pay This Annual Variable Pay (Earning Potential) range is only indicative. The actual Annual Variable Pay each year, will vary and can be higher or lower based on overall Firm/Company/LLP, LoS, team and individual performance. More details are available in the Total Rewards policy and the Annual Variable Pay related guidelines. **In case, you resign from the services of the Company within a period of one year from the date of joining, the entire ex-gratia payment will be repayable by you to the Company forthwith.			
	My health and wellbeing: We value your hard work and your wellbeing		
		Sum insured	
Health and welfare benefits	**Medical insurance** **• Insurance for you and your immediate family, including same sex/domestic partners** **• With an option to include parents as well as parents-in-law at a special price**	**2000000**	
	Personal accidental insurance	**500000**	
	Term life insurance	**1200000**	
Focus on holistic wellbeing (Visit the People Wellness app)	Free access to expert **doctors** - Teleconsultation Services	Annual health check-ups through firm initiated tie-ups	Wellness initiatives for holistic wellbeing: · We for Wellness series, regional and firmwide sessions. · Cult. fit app access, special employee memberships.
	Safe space for you and your immediate family members to seek free professional	Balancing wellbeing and productivity through firm-wide year-end	Opportunities to be the best version of yourself by

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	counseling - PwC Cares (Employee Assistance Programme)	break and Pens down days, apart from individual time off and flexibility options	volunteering for purposeful work through the PwC India Foundation
	My career growth: We're investing in your future by strengthening your skillset today.		
Recognition	We appreciate and value effort - we say kudos for a good job done or for achieving a milestone by leveraging our STAR&R portal. There are a host of awards - including monetary awards as well as morale boosting awards.		
Career enhancement programmes through continuous upskilling and trainings	Free access to **LinkedIn Learning**, that houses over 16,000 courses.	Firm sponsored career enhancing **certification courses** and tie ups with Coursera, Udemy, edX, Simplilearn, Pluralsight, Edureka	**Towards Leadership** programmes for high potential Associate Directors and Directors nominated to be nurtured as leaders of tomorrow.
	Role transition training for new Senior Associates, Managers, Associate Directors and Directors with Eubrics, SP Jain, IIM, Ahmedabad and ISB, respectively.	**Structured and self-paced learning** options include classroom, webinars, virtual and instructor-led as well as e-learn options on **Vantage.**	Access to **Acing Digital** programme, **LoS specific**, technical training programmes for skill, building along with foundational and **compliance** trainings.
	My personal aspirations: Flexibility. Success. You can have both here.		
Even as we deliver excellence, we believe that taking downtime is important. Apart from the national/regional holidays, firmwide year-end break and Pens down days, you can make the most of the leaves available to you. Choose how, when and where you work - to support your needs and interests in and outside of work. Workplace flexibility is about working creatively to manage our lives at work and at home. We understand that one size doesn't fit all - we"re tech-powered to enable our people to be their authentic selves and support them through various junctures of their life.			

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pwc

● There are simple ways to build some **flexibility into your work schedule on a routine basis by using flexitime, go do it** and other flexible working options. ● Long term flexibility options such as sabbaticals, reduced hours, retain your rating, etc are also available.

If you are eligible for Reimbursable Flexible Benefits (RFB) and have opted for National Pension Scheme (NPS), the firm will contribute towards NPS, at the rate opted by you (up to a maximum limit of 10% of Basic Salary), the NPS amount will be deducted from the RFB. In case you feel that the firm should not contribute/contribute at a revised rate, please update the NPS and RFB details in Smartpay. The lesser contribution to NPS will move towards RFB.

All the above amounts are based on a full year of service and the amount payable to you would be determined pro-rata based on the number of days that you serve with the LLP during the applicable financial year.

ANNUAL VARIABLE PAY

In addition to the above Total Base Pay, you will be eligible for annual Variable Pay.

The annual Variable Pay will be payable as per the Human Capital policy (as amended from time to time). The Annual compensation and Variable Pay / Performance Bonus will be subject to deduction of tax at source, in accordance with Income Tax Act, 1961 and all other central and state legislation applicable to your base location.

Additional benefits extended by the LLP are gratuity as per the Payment of Gratuity Act 1972, Group Personal Accident, Group Life Term and the Group Mediclaim Insurance as per the LLP's policy.

Please note that as an employee of the LLP, you are subject to all the policies and procedures of the LLP including those relating to Independence, Risk Management and Code of Conduct, as amended from time to time. Your compensation is personal to you and you are required to ensure that confidentiality of the compensation is maintained at all times.

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APPENDIX B

General Terms & Conditions

1. Verification

Your employment in the LLP is subject to satisfactory verification of your certificates, testimonials and personal particulars/ credentials. The LLP reserves the right to get a background check (including criminal history record search, education and employment; and personal details verification) conducted on you, which you explicitly agree to, whether done directly by us or through nominated third party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application or in the bio-data with the LLP or in the declarations made by you in this agreement, your services are liable to be terminated forthwith without any notice or compensation.

2. Date of Birth

The date of birth declared by you is **26-Sep-2002.** You will be bound by such declared date of birth in all service matters with the LLP, including your retirement age. Though at this time the LLP has accepted this as your date of birth on the basis of your statement and the documents you have provided, the LLP may at any time call upon you to furnish additional proof thereof as deemed appropriate.

3. Probation

You will be under probation period commencing from your date of joining in the LLP. Based on your performance during the probation period, your services may be regularized or terminated, or probation period extended for a further period as specified in writing. During the probation period either party may terminate this agreement by giving the other party 30-days' notice or salary in lieu thereof, without assigning any reason. Your services with the LLP will be deemed confirmed at the end of your probation period unless specifically notified by the LLP in writing.

The applicability and duration of probation is as follows:

(i) Senior Associate - 6 months
(ii) Associate - 6 months
(iii) Specialist- 6 months
(iv) Administrative- 6 months

4. Nationality

You confirm that you are an Indian national and hold an Indian Passport and are thus exempt from any additional work authorisation to work in India.

However, if you are a non- Indian holding a foreign passport, you will be required to demonstrate that you have the necessary authorisations for working in India by submission of relevant documents. It will be your responsibility to ensure that throughout your employment with **PricewaterhouseCoopers Services LLP** your work authorizations are up to date and you shall hold **PricewaterhouseCoopers Services LLP**

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harmless and indemnified against any act or omission on your part in this regard. In case the work authorisation ends during the course of your employment with **PricewaterhouseCoopers Services LLP** your contract with **PricewaterhouseCoopers Services LLP** will be deemed to be terminated.

5. Working Hours

The working hours of the LLP have been provided in the Human Capital Policy. Your work is of continuous responsibility and you will be expected to complete your assigned duties within the required time frame.

6. Leave

Your annual leave entitlement will be as provided in the Human Capital Policy of the LLP as amended from time to time. You shall also adhere to the weekly off based on your place of posting as applicable and amended from time to time.

7. Posting & Transfer

Your place of posting shall be as indicated in the first page of this Contract of Employment and you agree to be transferred in such capacity as the LLP may from time to time determine. In such a case, you shall be governed by the specific terms and conditions applicable to your new location.

8. Secondment

Your job may entail you to proceed, from time to time, on assignments at stations outside your place of posting and stations overseas. Based on exigencies of work and at the discretion of the LLP your services may also be transferred to any office of the LLP or seconded to any of its associate Firms in India or abroad or to any office of the LLP abroad. In such event you will be governed by the transfer and secondment rules framed by the LLP and / or by such associate Firm in this respect. In the event of your transfer and / or secondment you will also be governed by the specific terms and conditions applicable to your new location. You will be responsible to remain compliant with all applicable immigration/ visa and foreign exchange rules in this regard.

9. Confidentiality

Maintaining confidentiality is a condition to your employment.

During your employment, you will not store, copy, possess, use or disclose confidential/ personal/ sensitive information or data (including those from any of your previous employment(s) with other organizations) in an unauthorized manner. You shall not bring any such information or data into the LLP.

You will not, either during your employment with the LLP or after termination of such employment, divulge to anyone any information, secret, accounts or dealings relating to the LLP's business, its affairs or its clients, service providers, sub-contractors or vendors, other than to the Directors of the LLP or their authorized representatives.

On discontinuation of your employment, you will return to the LLP, all papers and documents and all other property pertaining to the LLP or affairs of the LLP or its client or any of its associates or branches, which may be in your possession, and will not retain any copy or extract therefrom.

You agree to sign engagement specific non-disclosure/ confidentiality agreements, if so required by the LLP / certain clients of the LLP. In case of any breach of confidentiality caused by you, either during or after the termination of your employment with us, you will be personally liable to the LLP, our clients and third parties.

10. Intellectual Property

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The nature of work to be assigned to you might be such that the clients may retain exclusive ownership rights on the resulting work products on unconditional basis. Further, the LLP may need to provide a client with material without acknowledging each individual who worked on it.

By signing this agreement, you are:

- Acknowledging and agreeing to the condition that all existing and future intellectual property rights in any materials, information and technology of any nature created by you, either singly or jointly with other persons, are the exclusive property of the LLP with unfettered rights for utilization or disposal of the same; and
- Consenting to the LLP and/ or its clients using or adapting material to which you have contributed, in any manner and without expressly acknowledging your individual contribution.

11. Independence

Independence is a professional principle and obligation that must be observed by all Staff members providing internal and/or client services.

Independence obligations prohibit, among other things, you, your spouse/ cohabitant and your dependents (collectively referred to as "you", "your") from holding certain positions with or investing in certain audit/ attest clients of the LLP and such clients' affiliates. Similarly, a non-dependent close family member's position with or material investment in an audit/ attest client of the LLP may impair your compliance with the LLP's independence rules.

Your position, job description, office location and client associations determine the applicability of specific provisions of the LLP's independence policy to you. Because it is important that you become familiar and comply with the LLP's independence policy, you agree to review the LLP's policies and materials regarding independence. Before joining the LLP and periodically thereafter, you will be required to confirm your compliance with the LLP's independence policy. In the event that the LLP's independence policy undergoes amendment, you shall be bound by the amended terms.

In connection with your independence obligations, the LLP and/ or the Securities and Exchange Commission and / or other statutory body may request, and you agree to provide, relevant financial and tax information including but not limited to up-to-date records of your investment portfolio, bank statements, credit card statements, insurance policies, loan documents. You may also be required to maintain a current record of your financial holdings (but not their value) in a LLP database. If an impairment of the LLP's independence or a conflict of interest exists or is likely to occur, you may be required to dispose of securities or resolve other independence issues on short notice and on terms that are disadvantageous to you. You also may be required to relocate to another LLP office or even to leave the LLP.

12. Staff Members Joining Clients

The Independence Policy also mandates that in the event of an offer of employment from the audit client and/ or clients' affiliates you are currently engaged on, or have been engaged in the recent past, it is mandatory to immediately notify the Engagement Partner of such an offer.

On cessation of employment, you will not accept employment with a US Securities and Exchange Commission (SEC) registrant audit client in the capacity of chief executive officer, controller, chief financial officer, chief accounting officer or in any equivalent position wherein, you have put in more than ten hours of services at any point during the annual reporting period and within the one-year period prior to the commencement of the audit in progress.

13. Risk Management

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A clear objective of the LLP is to effectively manage its risks while providing high quality services to our clients. To achieve this, the LLP has an effective set of risk management policies, processes and procedures. All team members are responsible for managing the risks on the assignments they undertake for clients. You will therefore be required to comply and keep yourself updated with various risk management policies and processes as in force from time to time when undertaking your work.

14. Confidential and Proprietary Information

Information and materials relating to the LLP, its clients, licensors and suppliers that are not publicly available must be treated as confidential and proprietary ("Confidential Information") and may only be used or disclosed for business purposes related to your employment duties with the LLP. You have an obligation to safeguard Confidential Information from unauthorized use and disclosure. Confidential Information includes, but is not limited to, the LLP's professional, technical and administrative manuals; associated forms, processes, and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans. Because Confidential Information is extremely valuable, the LLP takes measures and may initiate any action including but not limited to initiating criminal proceedings to maintain its confidentiality and guard its secrecy. Confidential Information may be copied, disclosed or used by you during your employment with the LLP only as necessary to carry out LLP business and, where applicable, only as required or authorized under the terms of any agreements between the LLP and its clients, licensors and suppliers. You agree not to take or keep any Confidential Information when you leave the LLP. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the leader of your practice unit or Host GMC to seek the LLP's consent prior to any disclosure. These confidentiality restrictions are permanent and do not lapse or cease upon your departure from the LLP.

15. Insider information

You are prohibited from using or sharing information, not publicly disclosed, which you obtain during the course of your work for the LLP, for your personal gain or advantage in securities transactions, or for the personal gain or advantage of anyone with whom you improperly share this information. This restriction applies to such information related to any company, not just the LLP's clients and their affiliates. The foregoing obligation is in addition to any obligation that you have not to purchase or hold securities of entities with respect to which the LLP must maintain independence.

16. Code of Conduct

The Code of Conduct addresses how employees in the LLP should behave and conduct business in a wide range of settings and situations. It is your responsibility to adhere to consistently and appropriately enforce the Code of Conduct. You are expected to carefully read the Code of Conduct, the full text of which is available at www.pwc.com/codeofconduct and to keep yourself abreast of any amendments thereto as may be made from time to time. You are expected to bring any code of conduct related issue/ clarification/ grievance to the notice of the designated Ethics helpline (toll free: 000-800-0502-238 or email: ethics.india@in.pwc.com).

17. Protection of Computer Software/ LLP's Assets

The LLP has a strict policy prohibiting the unauthorized reproduction or use of computer software purchased or licensed from an outside vendor. You will not bring into the LLP, or use, any unauthorized or unlicensed software. You will be required to sign a declaration annually that you are complying with this policy. Where applicable, you shall be provided with a corporate credit card, internet data card, etc. All these

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shall at all times remain the LLP's property/ assets, and they must be returned to the LLP on termination of employment or whenever requested by the LLP or disposed of in accordance with the policies and directions under which they are issued.

You will be provided with access to a computer for your business use in the office. If you are allocated a portable computer for use with your work, you are required to take additional responsibility for the physical security of the equipment as well as the information stored therein. You must make yourself aware of and comply with the LLP's relevant policies and procedures applicable to usage of the LLP's computer equipment, including the LLP's policies on the appropriate use of email and the internet. You acknowledge and agree that the LLP reserves the right to monitor your usage of the LLP's computer(s) and IT systems/ resources towards ensuring that there is no unauthorized usage thereof.

18. Exclusivity

During the continuance of your employment with the LLP, it is a condition of your employment that you will not engage yourself in any other trade, business or occupation, including private practice and consulting, without obtaining prior written permission of the LLP.

19. Enrolment (wherever applicable)

In case you are a qualified member of a professional Institute like CA/ ICWA/ CS etc, you will be required to enroll yourself as a member of the respective Institute within two months of joining the LLP and notify your membership number in the Institute. However, you are not allowed to hold Certificate of Practice and in the event you possess such a certificate, you will also surrender it within 7 days of your joining under intimation to the LLP. In case you hold other educational qualification that entitles you to a Certificate of Practice, in such a case also, you are not allowed to hold this Certificate of Practice and in the event you possess such a certificate, you will surrender it within 7 days of your joining under intimation to the LLP. As a member of the respective Institute you shall additionally be bound by the Rules and Regulations of the respective Institute and will render all requisite support / documentation and keep the LLP indemnified at all times.

20. Bond signing (Sponsored Training Programs)

The LLP, from time to time, sponsors selected staff for expensive training programs with the objective that such staff would use the skills acquired for achieving business goals of the LLP. In consideration of being chosen for such training programs, at the LLP's option, you may be required to sign a bond whereby you shall agree to continue to provide services diligently in the areas you acquired training and not leave the LLP for a prescribed period after completion of training. If you fail to do so, you shall be required to refund to the LLP the cost of training in accordance with applicable slabs of refunds. You will be entitled to refuse to be provided such training. You acknowledge and agree that in the event that you accept such training then you shall remain bound by the terms of such bond and the LLP shall be fully entitled to adjust and recover such amounts from any amounts payable to you.

21. Leased Assets

In case of leased assets, like cars availed by you through the LLP, you will be personally liable for usage of such assets. The LLP will not bear any responsibility or liability for your usage of such assets. In particular, it is clarified that if you appoint a personal driver for the leased car, payment of wages etc. to such personal driver shall be your sole personal responsibility. It shall also be your responsibility to ensure that a valid insurance policy as may be required by law is maintained in respect of such asset at all times.

You hereby agree to keep the LLP fully released and discharged (and take all necessary actions in respect

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thereof) from any claims, actions or proceedings relating to your usage of such leased assets. In case of discontinuation of employment with the LLP, you will settle / foreclose the outstanding lease amount. You further authorize the LLP to settle the outstanding amount from your full and final amounts and shall take appropriate steps to get the asset registered in your name, failing which the LLP shall take all requisite steps to protect its interest in this regard.

22. Retirement Age

The retirement age from the services of the LLP is 60 years.

23. Retirement/ Separation Benefits

You will be entitled to gratuity benefits as per the Payment of Gratuity Act, 1972 on completion of five years of continuous service with us. Further, you will be required to make contributions towards Provident Fund which would be administered through your pay slip.

24. Notice Period

24.1 The LLP or employee may, at any time during the course of the employment by stating their intention to do so in writing, terminate the employment by giving notice as given below or a salary payment in lieu of that notice. The LLP may require an employee to complete all operative parts of the assignment or project he may be involved in on the date of resignation as determined by the LLP before agreeing to his release. If, in exceptional cases, the LLP agrees to an employee's requests for an early release, the LLP will recover the salary or part thereof equivalent to the balance notice period. For further details please refer to the Human Capital Policy.

The notice period for termination of employment by either side for the various levels shall be as specified in Human Capital Policy of the LLP. As per the aforesaid policy, the current notice period for the various levels is set out below:

(i) On Probation - thirty days
(ii) Administrative and Specialists - sixty days
(iii) Associates and above - ninety days

However, the period that is prescribed on the date of giving notice shall apply.

24.2 Termination without notice

The LLP has a Disciplinary Policy in place under which it reserves its right to take appropriate disciplinary action. This policy acts as a generic guide for initiating disciplinary proceedings; some of the indicative events are;

(i) misconduct (ii) repeated misconduct (iii) breach of instructions by an employee (iv) failure to safeguard the assets of the LLP (v) activities which bring the LLP into disrepute (vi) sexual harassment (vii) any furnished declaration is false (viii) the employee is found to have wilfully suppressed any material information (ix) criminal conviction by court of law / conviction by respective Institute, wherever applicable (x) failure to adhere to HC Policy, Independence, Risk Management and Code of Conduct, office procedures, rules and regulations that may be in force from time to time or (xi) where situations warrants action outside this Policy.

In the event that the LLP exercises this right, it may, at any time during the course of the employment by stating their intention to do so in writing, terminate the employment without giving notice or a salary payment in lieu of that notice. Such an order may or may not be preceded by an enquiry. If so, you may not

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be allowed to retire or resign during the period that such enquiry is under contemplation or in progress.

For further details please refer to the Human Capital Policy.

25. Exit formalities

Before termination of employment, you will be required to complete exit formalities and sign necessary forms in this regard, as per the policies of the LLP.

You will be required to return to the LLP, all documents, including copies thereof and property including but not limited to corporate credit card, internet data card and comply with company car and leased accommodation terms, where applicable, before your last working day in order to obtain release. You are also specifically restrained from keeping copies or extracts of any of the LLP's or client's documents with you, after your release from the services of the LLP, except with specific written permission from the LLP.

As part of your exit formalities, you have to provide an undertaking to the LLP that you have not retained any data/ confidential information relating to the LLP and/ or our clients and that you will be personally liable to the LLP and/ or our clients in the event that it is found that any data/ confidential information was nevertheless retained by you. This liability shall remain whether or not any such data/ confidential information is later disclosed by you.

26. Set Off

You as an employee explicitly agree that your final settlement of dues shall happen only after completion of the aforesaid formalities and first adjusting all dues under whatsoever head then due to the LLP including but not restricted to settlement of credit card dues, any recovery of dues pertaining to LLP assets, unadjusted advances or other amounts, if any paid on your behalf etc. In case of shortfall in the amounts to be recovered, you shall forthwith settle the remaining amount without demur or protest. The exit formalities shall be kept in abeyance till the deficit amount is paid in full.

27. Non Solicitation

Upon leaving the LLP you will not, without prior written consent of the LLP, for a period of twelve months from the date of ceasing employment, canvass, solicit, interfere with or entice away any person, LLP or corporation who has, at any time during your employment with the LLP, been:

- a client of the LLP with whom you have had contact or been involved in the provision of services, or
- an employee of the LLP.

To prevent any potential conflict of interest or breach of confidentiality, you will not accept an appointment offered by a client for whom an assignment is being performed by you or on which you are working for six months after the assignment is completed, unless appropriate written consent is obtained from the LLP. It is mandatory to immediately notify your Director/ Partner of such an offer.

28. General

As an employee of the LLP you are required to book proper time and expenses, use the LLP provided email ID and Internet for business purposes, not share your access card with anyone else, maintain good housekeeping practices and also dress in a professional manner at all times.

It also important that you keep the LLP informed about any change in your personal particulars, and file updated nomination forms (e.g. relating to Provident Fund, Gratuity) on your own initiative in case of any such change. You agree to be personally responsible for renewal of all such personal documents which may have a bearing on your official duties or obligations (including passport, driving licenses, corporate credit

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card, Aadhar). Your employment in the LLP shall be governed by your compliance with and by providing all requisite information that may be sought from you by the LLP from time to time.

The conditions contained herein in the contract of employment are indicative only and can be modified from time to time. For any clarification on the LLP's Human Capital Policy please feel free to get in touch with the local designated HR staff. If you do not get a satisfactory response you may escalate the matter to the Human Capital Leader.

29. Company's Policies, Procedures and Rules

As an employee of the LLP, you shall be governed by all the policies including, but not limited, to those relating to HC Policy, Independence, Risk Management and Code of Conduct, office procedures, rules and regulations that may be in force from time to time and they become binding upon you immediately on its publication.

30. Right to access

It is the LLP's policy to take all reasonable steps to protect its interests. This includes ensuring that systems and equipment are used for the proper purposes. You understand that there may be regular checks in respect of usage or access of the LLP's system and equipment. For the avoidance of doubt, this includes, telephone systems, computer resources and systems, use of Email and internet systems and the postal system ("Facilities"). You also understand the LLP reserves the right, without notice, to access, listen to or read any communication or content made or received by you on its Facilities, to establish the existence of facts, to ascertain compliance with regulatory or self-regulatory practices and procedures, for quality control and staff training purposes, to prevent or detect crime (including "Hacking"), to intercept for operational purposes, such as protecting against viruses and making routine interceptions such as forwarding emails to correct destinations, to check voice mail systems when you are on holiday or on sick leave.

31. Wrongful Dissemination

You must not host, display, upload, modify, store, make available or transmit, publish, update or share in or through the Facilities of the LLP or otherwise any information or material which:

- belongs to another person to which you have no rights and/or which infringes any person's intellectual property rights;
- is or is likely to be perceived as defamatory, threatening, misleading, offensive or inappropriate, or materially misrepresents facts;
- contains any virus, harmful component or corrupted data or any other computer code, files or programs designed to interrupt, destroy or limit the functionality of the computer resources and Facilities of the LLP;
- contains any unlawful advertising, promotion or solicitation;
- violates any applicable law or regulation;
- is grossly harmful, harassing, blasphemous, defamatory, obscene, pornographic, pedophilic, libelous, invasive of another"s privacy, hateful, or racially, ethnically objectionable, disparaging, relating or encouraging money laundering or gambling, or otherwise unlawful in any manner whatever;
- is grossly offensive or menacing in nature;
- impersonates another person.

32. Employee Consent

You hereby give consent to the LLP to collect, hold, store and process, both electronically and manually, all the personal information it collects or has collected in relation to you or belonging to you and your employment (in the course of your employment), for the purposes of the LLP, e.g. management and

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administration of its employees and its business or for compliance with applicable procedures, laws and regulations and you also consent to the transfer, storage and processing by the LLP, agents, contractors or sub-contractors or other PwC network Firms (each of which is a separate legal entity) of such personal information within or outside India.

33. No Duress

You hereby consent and agree that you are signing the employment contract, including the **Appendix A** and **Appendix B** and agree to be subject to all the Terms and Conditions of the LLP's HC Policies including but not limited to those relating to Independence, Risk Management and Code of Conduct, as amended from time, on your own volition and without any undue influence.

34. Dispute Resolution

All disputes arising under this Agreement shall be governed by and construed solely and exclusively in accordance with the laws of India and all disputes shall be subject to the exclusive jurisdiction of the competent Courts of Delhi, India only.

For **PricewaterhouseCoopers Services LLP,**

Joydeep Roy
Managing Director

Encl: Declaration to be signed by the Employee

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DECLARATION

By signing this agreement, I hereby acknowledge and agree that I have carefully read and understood the above agreement (including the attached terms and conditions thereto) and accept the same unconditionally. I will make myself fully aware of, and be bound by, the rules and regulations of the LLP as amended from time to time. In particular, I declare that:

a) I will furnish original copies of my certificates, testimonials and other necessary documents, on demand.
b) I acknowledge and agree to the LLP reserving the right to get a background check conducted on me including through a third party agency. In furtherance thereof, I authorize the LLP to collect and retain copies of my personal particulars (including educational certificates, copies of passport, driving license, PAN card, voter identification card, Aadhar) either directly or through a third party agency.
c) There are no ongoing or pending criminal cases/ criminal liabilities on me nor have I ever been convicted of any criminal offence/ convicted by respective Institute, wherever applicable. I further declare that there are no Disciplinary action / proceedings either ongoing or pending against me in respect of my previous employment.
d) I am not in possession, in an unauthorized manner, of any confidential, sensitive or personal information/ data/ material of any other LLP including previous employer or individual (collectively "Sensitive Data"). I shall not bring any Sensitive Data into the LLP, and shall not use any such Sensitive Data in an unauthorized manner, during or after my tenure with the LLP.
e) I shall not commit, or cause to commit, any act or omission, which I believe to be illegal or against the LLP's Code of Conduct.
f) In the event of any willful or intentional misconduct, fraud, dishonesty or breach of confidentiality on my part, I will personally be liable to the LLP and/ or its clients.

Consent to cooperate

I consent to cooperate in and comply with any request for testimony or the production of documents made by the Public Company Accounting Oversight Board in furtherance of its authority and responsibilities under the Sarbanes-Oxley Act of 2002. I understand and agree that this consent is a condition of my continued employment by or other association with the LLP.

The responsibilities, duties and obligations under the Sarbanes-Oxley Act of 2002 shall survive even after my termination or disassociation with the LLP.

I accept the above.

Name Signature Date

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Orbees Business Solutions Pvt. Ltd.
Q1, B1, B2, B3, 6th Floor, Cyber Towers, Hitec City, Madhapur, Hyderabad – 500 081. CIN: U72200TG2006PTC049670
Tel: +91 - 040 - 2311 4722, Fax: +91 - 040 - 2311 4723. info@orbees.com | www.orbees.com | www.orbeesmedical.com

24th February 2025
Hyderabad

To,

Mr. Ayush Tiwari
S/O Ram Kripal Tiwari, Ward No. 9, Near Rungta Office,
Main Road, Barbil, Kendujhar, Odisha-758035.

Dear **Mr. Ayush Tiwari**

This has reference to the discussion you had with us during the campus interviews conducted by Orbees on 30th November 2024.

we are pleased to offer you paid internship followed by full-time employment in our organization. You will be designated as **Associate Consultant** after the internship period and your gross annual compensation will be Rs. 8,50,000/- per annum (rupees eight lakh fifty thousand only). Apart from your gross annual compensation, you are eligible for Rs. 2,00,000/- (rupees two lakh only) of annual performance bonus. The actual bonus will be based on individual's performance, which will be evaluated based on a transparent, peer-reviewed process, and other business factors. Detailed salary break up would be given at the time of joining.

Due to the work nature at Orbees, and for employees to be successful in contributing well to the projects, there will be an initial ramp-up time. It takes a certain amount of time for you to develop into a well-rounded strategy consultant. Orbees will invest into your growth and improvement by providing initial training and/or during the employment, including on-the-job training. Moreover, due to the nature of relationships we build with our customers and the types of our engagements, our customers prefer to deal with Orbees' project personnel that are seasoned and can deliver with highest quality and professional standards, which comes with a longer employment relationship. As explained to you several times during the campus interview process, you are required to work with full commitment for a **mandatory minimum period of two years** from the appointment date of full-time employment post internship, which you had agreed to before we confirmed your selection to your placement division.

If you fail to serve Orbees for a mandatory minimum tenure of 2 years post internship, you are required to pay Orbees an amount of Rs. 3,00,000/- (rupees three lakh only) by way of predetermined liquidated damages.

Your joining date for the internship will be on 17th March 2025. A detailed Appointment letter, along with confidentiality and service agreement, will be issued at the time of joining which will be executed by you and Orbees. Please sign and return the duplicate copy of this letter as a token of acceptance.

For **Orbees Business Solutions Pvt. Ltd**

Praveen Kumar Ginjupalli
Senior Operations Executive

for Registrar
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Sanganer Airport, Jaipur-302029

Orbees Business Solutions Pvt. Ltd.
Q1, B1, B2, B3, 6th Floor, Cyber Towers, Hitec City, Madhapur, Hyderabad – 500 081. CIN: U72200TG2006PTC049670
Tel: +91 - 040 - 2311 4722, Fax: +91 - 040 - 2311 4723. info@orbees.com | www.orbees.com | www.orbeesmedical.com

24th February 2025
Hyderabad

To,

Ms. Nivedita Goyal
31, Preeti Nagar Opp. Jindal Gyan Kendra Hisar.

Dear **Ms. Nivedita Goyal**

This has reference to the discussion you had with us during the campus interviews conducted by Orbees on 30th November 2024.

we are pleased to offer you paid internship followed by full-time employment in our organization. You will be designated as **Associate Consultant** after the internship period and your gross annual compensation will be Rs. 8,50,000/- per annum (rupees eight lakh fifty thousand only). Apart from your gross annual compensation, you are eligible for Rs. 2,00,000/- (rupees two lakh only) of annual performance bonus. The actual bonus will be based on individual's performance, which will be evaluated based on a transparent, peer-reviewed process, and other business factors. Detailed salary break up would be given at the time of joining.

Due to the work nature at Orbees, and for employees to be successful in contributing well to the projects, there will be an initial ramp-up time. It takes a certain amount of time for you to develop into a well-rounded strategy consultant. Orbees will invest into your growth and improvement by providing initial training and/or during the employment, including on-the-job training. Moreover, due to the nature of relationships we build with our customers and the types of our engagements, our customers prefer to deal with Orbees' project personnel that are seasoned and can deliver with highest quality and professional standards, which comes with a longer employment relationship. As explained to you several times during the campus interview process, you are required to work with full commitment for a **mandatory minimum period of two years** from the appointment date of full-time employment post internship, which you had agreed to before we confirmed your selection to your placement division.

If you fail to serve Orbees for a mandatory minimum tenure of 2 years post internship, you are required to pay Orbees an amount of Rs. 3,00,000/- (rupees three lakh only) by way of predetermined liquidated damages.

Your joining date for the internship will be on 17th March 2025. A detailed Appointment letter, along with confidentiality and service agreement, will be issued at the time of joining which will be executed by you and Orbees. Please sign and return the duplicate copy of this letter as a token of acceptance.

For **Orbees Business Solutions Pvt. Ltd**

Praveen Kumar Ginjupalli
Senior Operations Executive

for Registrar
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Sanganer Airport, Jaipur-302029

IIHMR UNIVERSITY JAIPUR

SELF-DECLARATION OF SELF-EMPLOYMENT / FAMILY BUSINESS

To Whom It May Concern

I, **Mr. Ashok**, S/o **Mr. Raju Ram**, residing at **Gayatri School Sanchore Near By Nh 68 Jalore Rajasthan**, do hereby solemnly declare as under:

1. That I have **passed out from IIHMR University in the academic year 2024–25**, having successfully completed the **programme MBA (HHM)**
2. That I am **self-employed / engaged in a family business**, actively involved in the management and operation of the business.
3. That the details of my self-employment / family business are as follows:

   a. Name of Business: Mahadev Hotels

   b. Nature/Type of Business: Accommodation

   c. Business Address: Jalore

That my **current annual income is ₹1200000/- (Rupees Twelve Lakh Only).**

That this declaration is made for the purpose of **official record.**

I hereby declare that the information stated above is true and correct to the best of my knowledge and belief. I understand that any false statement may render me liable for legal action as per applicable rules and regulations.

Date: 20/06/2025

Signature

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Docusign Envelope ID: 4BF9974C-B2D8-47B0-AB31-017DEFAECF3C

ZS Associates India Pvt. Ltd.
World Trade Center,
Tower 3 Kharadi
Pune - 411014
Maharashtra, India
T | +91 20 6739 5000
F | +91 20 6739 5001
www.zs.com

Date - 9-Jul-25

Name - Shivani Mistry

CONFIDENTIAL

Sent via DocuSign for digital signature on - mistryshivani14@gmail.com

We are pleased to extend you an offer to join ZS Associates India Private Ltd. We hope that you give this opportunity with ZS serious consideration.

Job Title – Knowledge Services Associate

Office Location (refer annexure 2 for detailed address) – Noida

Start Date – 21-Jul-25

Annual Gross Salary – INR 800,000

Starting Bonus – Not Applicable

Tenure	2nd Month	6th Month	12th Month	18th Month	Total
Payout (INR)	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

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ZS has a special culture of collaboration and innovation. We produce work of outstanding quality, and we focus on learning, self-improvement and expertise to achieve that result.

Salary: Your annual gross salary will be inclusive of basic and fixed allowances; all associates are paid on the last working day of every month. ZS reviews salaries each June, which is effective 1st July, provided you were employed at ZS by March 31 in that year; the raise is pro-rated if your employment tenure is fewer than 12 months. For salary details, please refer to Appendix 1.

Starting Bonus: When you start full-time active, permanent employment with ZS, we will pay you a starting bonus in your second month's payroll. However, if you do not then complete one full year (12 months) of continuous full-time employment with ZS immediately after that point for any reason (except for involuntary termination of your employment by ZS), then you agree to refund the starting bonus in its entirety.

Performance Bonus: ZS associates receive performance bonuses at the end of each year, based on your performance and the firm's results. This bonus may be up to 10% of your eligible wages earned during the calendar year. Bonuses are determined at the discretion of ZS and are subject to standard withholding taxes.

Emerging Leader Reward Program (ELRP): The expertise you gain over your tenure is valuable to ZS and we recognize your continued commitment and progression towards becoming a future leader in the firm. ZS rewards this expertise through a tenure-based incentive of total INR 9 lacs, which begins after 12 months' tenure and is paid at every one-year milestone till 48 months of your tenure with ZS India. Should your employment with ZS terminate (other than a dismissal by ZS without cause), and if you don't complete 8 months of continuous full-time employment with ZS from the time of your ELRP pay-out, then you will be expected to return the last pay-out of ELRP in its entirety.

All bonuses are determined at the discretion of ZS and are subject to standard withholding taxes.

Provident Fund: When you begin employment with ZS, you will be enrolled in the Provident Fund program. The primary objective of this program is to provide retirement and pension support as per the Provident Fund Act, while reducing current tax exposure. As a participant, you will make 12% contributions on the first INR ₹15,000 of your monthly salary through payroll deduction; ZS makes a separate additional matching contribution to your account. You can opt for additional contributions to your Fund account through payroll deduction.

Gratuity: After you complete five years of continuous service, ZS will pay 15 days' salary for every completed year of service at the time of retirement or separation. The maximum amount payable is governed by the Gratuity Law.

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In addition to components of the offer detailing direct compensation described above, this offer also includes elements describing non-cash benefits of employment with ZS. You will be eligible for all of the following benefits as of your start date with ZS. The benefits described are subject to taxes based on the prevailing government guidelines.

Annual Leave, Holidays and Sick Time: We provide 25 days of paid annual leave per year, inclusive of privilege and casual leave, on a pro-rata basis. In addition, ZS has designated paid holidays and permits up to seven paid sick days per year.

Insurance: We offer a group insurance plan to cover hospitalization expenses for employees and immediate dependents may also be added. Additionally, ZS provides some preventive healthcare coverage (Health Check-Up, OPD (Outpatient Department) coverage, mental well-being and care, etc.). ZS provides accident insurance and business travel insurance for employees. ZS also provides life insurance coverage in the amount of three times your annual gross salary, with ZS paying these premiums in full.

Meals: ZS will provide an additional food allowance of INR 5500 in your monthly compensation. This allowance can be used to buy food in the cafeteria or outside the office premises as per the flexibility when working from office or remotely as required under the ZS's hybrid working model. The food allowance will be considered as taxable income.

Transportation: ZS will provide shared daily commute transit for employees within defined geographical zones for Pune, Noida and Gurgaon offices. For Chennai and Bangalore offices ZS will provide transportation allowance of INR 12,000 monthly for you to arrange your own transport to/from the office. This allowance of INR 12000 shall be granted, in full, if your office presence is 12 or more days in a month, otherwise it shall be granted on pro-rata basis based on the actual number of your office presence. For details, please refer to Appendix 1.

Broadband access: ZS will provide a broadband allowance of INR ₹1,500 per month through payroll. We will also reimburse a one-time 'installation charge' of INR ₹500 against the receipt from your broadband service provider. We expect that you install a high-speed broadband connection at home to enable you to work remotely for project demands and recommend at least a 2.0 MBPS wired connection. ZS retains the right to conduct random audits to ensure appropriate use of the allowance.

Relocation Allowance: 75,000

Please refer to Annexure 1 for details

Notice Period: ZS expects that experienced hires will serve out their notice period with their current employer; however, ZS may opt to buy-out your notice period. If you do not start employment with ZS or then complete one full year (12 months) of continuous full-time employment with ZS immediately after that point for any reason (except for involuntary

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termination of your employment by ZS), then you agree to repay to ZS any buyout amount in its entirety.

Confidentiality and Employment Agreement: Our work at ZS often involves the use of confidential information of our clients, as well as the development and use of ZS proprietary software and processes. For you to start employment with ZS, you will be required to sign the employment agreement. If you have questions regarding this agreement, please do not hesitate to ask.

ZStart and Orientation: New associates who begin employment between ZStart sessions participate in an office-based Orientation program to gain a basic understanding of ZS culture and work. The ZStart Academy program, held several times per year is designed to provide a deeper view of the issues you will solve and the skills you will develop at ZS. Both sessions provide an excellent opportunity to get to know other new ZS associates.

Start Date and Formalities: The start date / effective date is as mentioned on page 1. Once you accept our Full Time Employment offer, a Human Resources representative will contact you to finalize a start date.

This offer is subject to verification of original certificates of educational qualifications and other documents listed below. At the time of joining, you are required to bring the following:

- Original certificates of all educational qualifications, each with a scanned copy
- Aadhar Card
- Proof of age (Pan Card or Passport scanned copy)
- Relieving letter scanned copy (if employed)
- Scanned copy of the latest salary slip from your current employer (if employed)
- Two passport-size photographs

We are pleased by the prospect of you starting your ZS career in this position. If you decide to accept this offer, please sign this letter electronically through DocuSign to return it to us. Should you decide not to accept, please decline through DocuSign so that your offer is closed.

Please know that we would like to hear from you regarding your decision as soon as possible. We will consider this offer to be valid until - 11-Jul-25

The elements of this offer are personal and specific to you and, accordingly, we do not consider them appropriate to be shared with colleagues or the public. All details conveyed in this offer are based on our understanding of your **expected completion of degree program**, availability and likely start timing. We describe benefits and conditions currently in force as of today and expected to be ongoing at the time you join. This offer is contingent upon successful

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completion of a background verification. If you have any questions about any of the elements of this offer, or would like to discuss the job further, please do not hesitate to contact me.

We look forward to you joining ZS and helping ZS (and you!) continue to grow and prosper in the future!

Sincerely,



Neha Arur

Senior Director - Regional Human Resources Lead

Signature: Signed by:
063305F9E27F495...

Name as it appears on PAN card or passport: Shivani Mistry

Date Signed: 09-Jul-2025 | 10:26 AM EDT

for
Registrar
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Annexure 1 - Salary Break up Details

ZS Associates India Pvt. Ltd.	
	Annual INR
ZS Gross	800,000
Basic	320,000
HRA	160,000
LTA	26,667
Special Allowance	293,333
Performance Bonus	80,000
Maximum 10% *of ZS gross salary; pay-out at the end of calendar year, depending on individual performance*	
Cash Benefit	84,000
Broadband Allowance *(ZS will provide a broadband allowance of INR 1,500 per month, through payroll)*	18,000
Meal Allowance (ZS will provide a meal allowance of INR 5500 per month, through payroll)	66,000
Retirals	15,000
Gratuity - payable on completing 5 years of continuous service with ZS India Private Limited as per the Payment of Gratuity Act 1972 (first year's provision)	
Provident Fund	21,600
Employer's contribution to Provident Fund	
One time Starting Bonus	0
*ELRP Payout in 1st year (details of the program are mentioned in the table below)	150,000
First Year Earning Potential	**1,135,600**

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Emerging Leaders Reward Program (ELRP) – Pay-out Schedule

Pay-Out Months	Tenure in months (from date of joining ZS India)				
	On completion of 12 months	On completion of 24 months	On completion of 36 months	On completion of 48 months	Total
	INR150,000	INR150,000	INR 250,000	INR 350,000	INR 900,000

Note – ELRP payout only occurs if an individual is actively employed at the time of payout (by the end of calendar month)

Benefit Details

Convenience Benefits:

- **Local Transportation:**
  - You will receive the region wise transport coverage details in a separate email (for Pune, Noida and Gurgaon Offices).
  - For more details on the transportation guidelines, please feel free to contact Transport Team.
    - Pune- zstransportdeskpune@zs.com
    - Noida and Gurgaon - mohit.tomar@zs.com
- **Advance toward Home Deposit:** An interest-free advance up to INR ₹75,000 against lease agreement, recovered over a period of 06 months through payroll.

Health and Wellness Benefits:

- **Group Medical Insurance:** Medical insurance with a Sum Assured of INR 400,000 Employees can nominate up to five immediate dependent family members.
- **Life Insurance Coverage:** 3 times your annual gross salary
- **Accident Policy:** A Sum Assured of INR ₹10,00,000
- OutPatient Department **(OPD) expense coverage**: INR ₹5000 annually
- **Annual Health Check Reimbursement** for self and spouse: INR ₹5000 in total annually.

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- **Meals:** Breakfast, Lunch, Dinner and Snacks served in office on all working days
- **Leaves:** 25 days of vacation per calendar year and up to 7 days of sick leave on pro-rata basis
- **Day care reimbursement** (for women ZSers): INR ₹7000 monthly, for children aged 0-12months and INR ₹4000 monthly, for children aged 13months to 4 years.

One-time Relocation Bonus *(Applicable only if you are relocating inter-city to join ZS Associates, as discussed & agreed during the hiring process)*

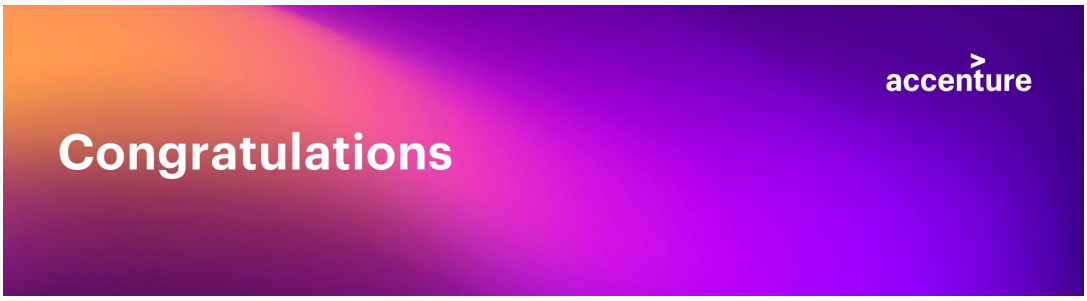
- ZS will provide a one-time relocation allowance (applicable amount mentioned above) through the second month's payroll. If you do not complete one full year (12 months) of continuous full-time employment with ZS, then you agree to refund the relocation allowance, and the expenses incurred for the accommodation and travel entirely. The relocation allowance is considered taxable income.
- Upon your arrival, ZS will provide up to 2 weeks (14 days) of temporary guest house accommodation on a twin sharing basis. ZS will direct pay the guest house accommodation.

APPENDIX 2

ZS India Office Addresses –

Pune	ZS Associates India Pvt. Ltd. World Trade Center, Tower 3, Kharadi, Pune 411014, Maharashtra, India
Bangalore	ZS Associates India Pvt. Ltd. 2nd Floor, MFAR Manyata Tech Park, 10th Cross Road, Bengaluru 560045, Karnataka, India
Chennai	ZS Associates India Pvt. LTD. Tower A, 13th floor, Global Infocity Park, Kodandarama Nagar, Perungudi, Chennai, 600096, Tamil Nadu, India
Delhi (Gurgaon)	ZS Associates India Pvt. Ltd. Tower A4, DLF World Tech Park Sector-30, NH-8, Gurgaon 122002, Haryana, India
Noida	ZS Associates India Pvt. LTD. BPTP Capital City, 14th Floor, Sector 94, Noida, 201301, Uttar Pradesh, India

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27 June 2025

C16174514
Arshia Chopra
31-B Royal Residency, 66 feet Road, Urban Estate Phase 2, Jalandhar

Dear Arshia Chopra,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - **11**
Job Title - **Business Architecture Analyst**
Job Family Group - **Business & Technology Integration**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

• Annexure 1 for the compensation and benefits details.
• Annexure 2 for documentation to be submitted by you.
• Annexure 3 for Remote working condition - Declaration to be submitted by you.
• Annexure 4 for declaration to be submitted by you.
• Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

Candidate's Signature: Arshia Chopra
Arshia Chopra (Jun 27, 2025 16:47 GMT+5.5)

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completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:
Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

INTERNATIONAL WORKER

Candidate's Signature: Arshia Chopra
Arshia Chopra (Jun 27, 2021 16:47 GMT+5.5)

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive acceptance/acknowledgement for all the documents, including Annexures 1 to 5 (as applicable) as a part of the offer in the candidate application portal in seven (7) days from you or after receiving your acceptance/acknowledgement of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Arshia, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Bidisha Roy at TechBschool.queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely,

C. Lakshmi

Lakshmi C
Senior Managing Director - CHRO, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature Arshia Chopra
Arshia Chopra (Jun 27, 2025 16:47 GMT+5.5)
Arshia Chopra

_____

Date: Jun 27, 2025

Candidate's Signature: Arshia Chopra
Arshia Chopra (Jun 27, 2025 16:47 GMT+5.5)

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ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS		
Total Cash Compensation:		
	Annual (INR)	
(A) Annual Fixed Compensation*	**INR 900,000/-**	
(B) Variable Bonus earning potential	Min.	Max.
	0%	**21%**
Annual Total earning potential (A+B)	Min.	Max.
	INR 900,000/-	**INR 1,089,000/-**
(C)#Additional Notional Benefits		
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	**INR 15,100/-**	
Notional Insurance Premium paid by Company	**INR 14,700/-**	
(D)##Additional Discretionary Reimbursements		
Annual Internet reimbursement	**INR 12,000/-** (capped at **INR 1,000/-** per month)	
(E) Optional opportunity to participate in the Employee Share Purchase Plan		
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	**INR 13,500/-** [discount opportunity with an optional investment of 10% of gross pay and no change in share price]	

***Total Cash Compensation Elements**

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Appropriate employee's contribution to PF will be deducted and submitted to the regulators by the Company as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Candidate's Signature: Arshia Chopra
Arshia Chopra (Jun 27, 2024 16:47 GMT+5.5)

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*As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY24-25 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **21%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	**INR 5,00,000/-** per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of **INR 7,50,000/-**	Company
Future Service Liability	Self	Up to **INR 20,00,000/-**	Company
Employee Deposit Linked Insurance (EDLI)	Self	**INR 7,05,000/-** (If you contribute towards Employee Provident Fund)	Company

1. a. Accenture offers a comprehensive medical insurance plan that covers you, your spouse/partner, and up to 4 dependent children with a Sum Insured of INR 5,00,000 per annum. Accenture pays the premium for this coverage, and you need to enroll your dependents through our third-party portal within 30 days of your joining. This plan allows for coverage of pre-existing ailments. This is as per the current arrangement with our Insurer and is subject to review from time to time.
b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings under our optional policy. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
• 10% of such claims for self, spouse /partner and up to 4 dependent children
• 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan
Please note that all insurance benefits whether (Base or optional) will have a co-payment provision subject to the terms of the insurer.
2. You are by default enrolled in Accenture's Group Personal Accident coverage for self from the date of joining, up to three times your annual fixed compensation.
a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

Candidate's Signature: Arshia Chopra
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3. You are by default enrolled in Accenture's Group Life Insurance coverage from the date of joining equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown in the cash component elements is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company.

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current Insurance Policy period (April – March) and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan*, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

*Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

B. Other Benefits:

6.You can avail reimbursements for annual Preventive Health Check for up to INR 5,000 per policy year (April 1 to March 31) for self, spouse/partner, and up to 4 dependent children, over and above your base medical insurance cover.

7. Leaves: You are eligible for various leaves, including Parental (Maternal, Surrogacy, Adoption & Secondary Caregiver), Bereavement. Additionally, you can avail Earned Leave, Sick & Wellness Leave, and Casual Leave. This specific entitlements and policies for these leaves may vary based on your Accenture office base location and applicable state requirements.
You are entitled to 10 public holidays—eight fixed and two floating holidays in a calendar year (except in Kerala).

8. Hours that Help (HTH): We offer the HTH program, enabling eligible employees to donate earned leaves, to support colleagues during medical emergencies.

9.Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns and relationship problems. EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service.

10. We also offer access to financial wellness programs that provide valuable resources, tools, and expert advice to help you make informed financial decisions. Whether it's budgeting, saving for retirement, or managing debt, we aim to empower you with the knowledge and skills needed to achieve your financial goals.

<u>JOINING BONUS</u>

You would receive a discretionary joining bonus of **INR 100,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the **1st Month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the

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completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions; and on its discretion waive a recovery.

Please note:
• Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

RELOCATION ASSISSTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 20,000/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:
• Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
• Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
• Expenses towards movement of one vehicle including Road Tax / Octroi
• Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates reg your relocation assistance, 30 days before your date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type-Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

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The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:
Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.



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ANNEXURE 2 : REQUIRED DOCUMENTATION

• Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
• PAN card copy (mandatory to be submitted on day 1)
• Document/s containing start date and end date of the last two employers
• Copy of Degree/PG/Diploma (wherever applicable) certificates
• Copy of all semester mark sheets (last semester mandatory)
• Relieving Letters from previous employer
• UAN Number and PF Statement for your last two employments before Accenture
• Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
• Experience Certificate from 2 previous employers (if relieving letters not submitted)
• Passport copy , if available (if not please apply immediately)
• Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

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ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

• You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]

• Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

• I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.

• I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property

• I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role

• I agree and undertake to follow the work timings defined by my organization

• I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role

• I understand and confirm that I will be responsible for safety and security of the company assets assigned to me

• I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

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ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.
I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

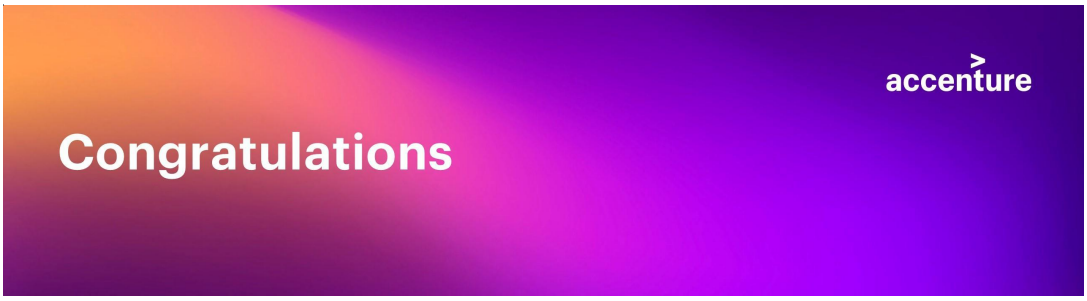
_____
Arshia Chopra

Date: Jun 27, 2025

Disclaimer
“This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference.”

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27 June 2025

C16174499
Emanpreet Kaur
HOUSE NO 18A, SECTOR 30-B, CHANDIGARH

Dear Emanpreet Kaur,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - **11**
Job Title - **Business Architecture Analyst**
Job Family Group - **Business & Technology Integration**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote working condition - Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

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completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:
Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

INTERNATIONAL WORKER

Candidate's Signature: Emanpreet Kaur (Jun 28, 2025 11:44 GMT+5.5)

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This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive acceptance/acknowledgement for all the documents, including Annexures 1 to 5 (as applicable) as a part of the offer in the candidate application portal in seven (7) days from you or after receiving your acceptance/acknowledgement of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Emanpreet, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Bidisha Roy at TechBschool.queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely,

C. Lakshmi

Lakshmi C
Senior Managing Director - CHRO, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature
Emanpreet Kaur (Jun 28, 2025 11:44 GMT+5.5)
Emanpreet Kaur

_____

Date: Jun 28, 2025

Candidate's Signature:
Emanpreet Kaur (Jun 28, 2025 11:44 GMT+5.5)

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ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual (INR)
(A) Annual Fixed Compensation*	**INR 900,000/-**
(B) Variable Bonus earning potential	Min. | Max.
	0% | **21%**
Annual Total earning potential (A+B)	Min. | Max.
	INR 900,000/- | **INR 1,089,000/-**
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	**INR 15,100/-**
Notional Insurance Premium paid by Company	**INR 14,700/-**
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	**INR 12,000/-** (capped at **INR 1,000/-** per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	**INR 13,500/-** [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

*Total Cash Compensation Elements

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Appropriate employee's contribution to PF will be deducted and submitted to the regulators by the Company as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

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*As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY24-25 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **21%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	**INR 5,00,000/-** per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of **INR 7,50,000/-**	Company
Future Service Liability	Self	Up to **INR 20,00,000/-**	Company
Employee Deposit Linked Insurance (EDLI)	Self	**INR 7,05,000/-** (If you contribute towards Employee Provident Fund)	Company

1. a. Accenture offers a comprehensive medical insurance plan that covers you, your spouse/partner, and up to 4 dependent children with a Sum Insured of INR 5,00,000 per annum. Accenture pays the premium for this coverage, and you need to enroll your dependents through our third-party portal within 30 days of your joining. This plan allows for coverage of pre-existing ailments. This is as per the current arrangement with our Insurer and is subject to review from time to time.
b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings under our optional policy. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
• 10% of such claims for self, spouse /partner and up to 4 dependent children
• 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan
Please note that all insurance benefits whether (Base or optional) will have a co-payment provision subject to the terms of the insurer.
2. You are by default enrolled in Accenture's Group Personal Accident coverage for self from the date of joining, up to three times your annual fixed compensation.
a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

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3. You are by default enrolled in Accenture's Group Life Insurance coverage from the date of joining equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

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##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

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7. Leaves: You are eligible for various leaves, including Parental (Maternal, Surrogacy, Adoption & Secondary Caregiver), Bereavement. Additionally, you can avail Earned Leave, Sick & Wellness Leave, and Casual Leave. This specific entitlements and policies for these leaves may vary based on your Accenture office base location and applicable state requirements.
You are entitled to 10 public holidays—eight fixed and two floating holidays in a calendar year (except in Kerala).

8. Hours that Help (HTH): We offer the HTH program, enabling eligible employees to donate earned leaves, to support colleagues during medical emergencies.

9.Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns and relationship problems. EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service.

10. We also offer access to financial wellness programs that provide valuable resources, tools, and expert advice to help you make informed financial decisions. Whether it's budgeting, saving for retirement, or managing debt, we aim to empower you with the knowledge and skills needed to achieve your financial goals.

<u>JOINING BONUS</u>

You would receive a discretionary joining bonus of **INR 100,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the **1st Month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the

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completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions; and on its discretion waive a recovery.

Please note:
• Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

RELOCATION ASSISSTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 20,000/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:
• Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
• Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
• Expenses towards movement of one vehicle including Road Tax / Octroi
• Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates reg your relocation assistance, 30 days before your date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type-Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

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The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:
Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

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ANNEXURE 2 : REQUIRED DOCUMENTATION

• Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
• PAN card copy (mandatory to be submitted on day 1)
• Document/s containing start date and end date of the last two employers
• Copy of Degree/PG/Diploma (wherever applicable) certificates
• Copy of all semester mark sheets (last semester mandatory)
• Relieving Letters from previous employer
• UAN Number and PF Statement for your last two employments before Accenture
• Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
• Experience Certificate from 2 previous employers (if relieving letters not submitted)
• Passport copy , if available (if not please apply immediately)
• Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

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ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

• You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]

• Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

• I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.

• I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property

• I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role

• I agree and undertake to follow the work timings defined by my organization

• I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role

• I understand and confirm that I will be responsible for safety and security of the company assets assigned to me

• I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

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ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.
I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

Emanpreet Kaur

Date: Jun 28, 2025

Disclaimer

“This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference.”

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Congratulations

accenture

11 July 2025

C16475893
Garima Sharma
F - 35 Gandhi Nagar

Dear Garima Sharma,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - **11**
Job Title - **Business Architecture Analyst**
Job Family Group - **Business & Technology Integration**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote working condition - Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

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completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:
Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

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This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive acceptance/acknowledgement for all the documents, including Annexures 1 to 5 (as applicable) as a part of the offer in the candidate application portal in seven (7) days from you or after receiving your acceptance/acknowledgement of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Garima, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Shobhana K Shobhana K at TechBschool.queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely,

C. Lakshmi

Lakshmi C
Senior Managing Director - CHRO, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature
Garima Sharma

Date: Jul 12, 2025

Candidate's Signature:

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ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS		
Total Cash Compensation:		
	Annual (INR)	
(A) Annual Fixed Compensation*	**INR 900,000/-**	
(B) Variable Bonus earning potential	Min.	Max.
	0%	**21%**
Annual Total earning potential (A+B)	Min.	Max.
	INR 900,000/-	**INR 1,089,000/-**
(C)#Additional Notional Benefits		
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	**INR 15,100/-**	
Notional Insurance Premium paid by Company	**INR 14,700/-**	
(D)##Additional Discretionary Reimbursements		
Annual Internet reimbursement	**INR 12,000/-** (capped at **INR 1,000**/- per month)	
(E) Optional opportunity to participate in the Employee Share Purchase Plan		
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	**INR 13,500/-** [discount opportunity with an optional investment of 10% of gross pay and no change in share price]	

***Total Cash Compensation Elements**

Annual Fixed Compensation**
*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Appropriate employee's contribution to PF will be deducted and submitted to the regulators by the Company as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from

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Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.
*As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY24-25 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **21%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	**INR 5,00,000/-** per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of **INR 7,50,000/-**	Company
Future Service Liability	Self	Up to **INR 20,00,000/-**	Company
Employee Deposit Linked Insurance (EDLI)	Self	**INR 7,05,000/-** (If you contribute towards Employee Provident Fund)	Company

1. a. Accenture offers a comprehensive medical insurance plan that covers you, your spouse/partner, and up to 4 dependent children with a Sum Insured of INR 5,00,000 per annum. Accenture pays the premium for this coverage, and you need to enroll your dependents through our third-party portal within 30 days of your joining. This plan allows for coverage of pre-existing ailments. This is as per the current arrangement with our Insurer and is subject to review from time to time.
b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings under our optional policy. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
• 10% of such claims for self, spouse /partner and up to 4 dependent children
• 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan
Please note that all insurance benefits whether (Base or optional) will have a co-payment provision subject to the terms of the insurer.
2. You are by default enrolled in Accenture's Group Personal Accident coverage for self from the date of joining, up to three times your annual fixed compensation.
a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

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3. You are by default enrolled in Accenture's Group Life Insurance coverage from the date of joining equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown in the cash component elements is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company.

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current Insurance Policy period (April – March) and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan*, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

*Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

B. Other Benefits:

6.You can avail reimbursements for annual Preventive Health Check for up to INR 5,000 per policy year (April 1 to March 31) for self, spouse/partner, and up to 4 dependent children, over and above your base medical insurance cover.

7. Leaves: You are eligible for various leaves, including Parental (Maternal, Surrogacy, Adoption & Secondary Caregiver), Bereavement. Additionally, you can avail Earned Leave, Sick & Wellness Leave, and Casual Leave. This specific entitlements and policies for these leaves may vary based on your Accenture office base location and applicable state requirements.
You are entitled to 10 public holidays—eight fixed and two floating holidays in a calendar year (except in Kerala).

8. Hours that Help (HTH): We offer the HTH program, enabling eligible employees to donate earned leaves, to support colleagues during medical emergencies.

9.Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns and relationship problems. EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service.

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with the **1st Month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

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In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 20,000/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:
• Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
• Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
• Expenses towards movement of one vehicle including Road Tax / Octroi
• Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates reg your relocation assistance, 30 days before your date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type-Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

Candidate's Signature:

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The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:
Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

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ANNEXURE 2 : REQUIRED DOCUMENTATION

• Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
• PAN card copy (mandatory to be submitted on day 1)
• Document/s containing start date and end date of the last two employers
• Copy of Degree/PG/Diploma (wherever applicable) certificates
• Copy of all semester mark sheets (last semester mandatory)
• Relieving Letters from previous employer
• UAN Number and PF Statement for your last two employments before Accenture
• Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
• Experience Certificate from 2 previous employers (if relieving letters not submitted)
• Passport copy , if available (if not please apply immediately)
• Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

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ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

• You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]

• Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

• I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.

• I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property

• I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role

• I agree and undertake to follow the work timings defined by my organization

• I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role

• I understand and confirm that I will be responsible for safety and security of the company assets assigned to me

• I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

Candidate's Signature:

for Registrar
The IIHMR University
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Sanganer Airport, Jaipur-302029

ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.
I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

Garima Sharma

Date: Jul 12, 2025

Disclaimer

“This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference.”

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Congratulations

accenture

11 July 2025

C16199446
Mansi Gupta
E-9, N.I.T. Campus, G.E. Road, Raipur (C.G.)

Dear Mansi Gupta,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - **11**
Job Title - **Business Architecture Analyst**
Job Family Group - **Business & Technology Integration**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote working condition - Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

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completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:
Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

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This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive acceptance/acknowledgement for all the documents, including Annexures 1 to 5 (as applicable) as a part of the offer in the candidate application portal in seven (7) days from you or after receiving your acceptance/acknowledgement of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Mansi, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Shobhana K Shobhana K at TechBschool.queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely,

C. Lakshmi

Lakshmi C
Senior Managing Director - CHRO, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature
Mansi Gupta

_____

Date: Jul 11, 2025

Candidate's Signature:

Registrar
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ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS		
Total Cash Compensation:		
	Annual (INR)	
(A) Annual Fixed Compensation*	**INR 900,000/-**	
(B) Variable Bonus earning potential	Min.	Max.
	0%	**21%**
Annual Total earning potential (A+B)	Min.	Max.
	INR 900,000/-	**INR 1,089,000/-**
(C)#Additional Notional Benefits		
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	**INR 15,100/-**	
Notional Insurance Premium paid by Company	**INR 14,700/-**	
(D)##Additional Discretionary Reimbursements		
Annual Internet reimbursement	**INR 12,000/-** (capped at **INR 1,000**/- per month)	
(E) Optional opportunity to participate in the Employee Share Purchase Plan		
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	**INR 13,500/-** [discount opportunity with an optional investment of 10% of gross pay and no change in share price]	

***Total Cash Compensation Elements**

Annual Fixed Compensation**
*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Appropriate employee's contribution to PF will be deducted and submitted to the regulators by the Company as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from

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Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.
*As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY24-25 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **21%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	**INR 5,00,000/-** per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of **INR 7,50,000/-**	Company
Future Service Liability	Self	Up to **INR 20,00,000/-**	Company
Employee Deposit Linked Insurance (EDLI)	Self	**INR 7,05,000/-** (If you contribute towards Employee Provident Fund)	Company

1. a. Accenture offers a comprehensive medical insurance plan that covers you, your spouse/partner, and up to 4 dependent children with a Sum Insured of INR 5,00,000 per annum. Accenture pays the premium for this coverage, and you need to enroll your dependents through our third-party portal within 30 days of your joining. This plan allows for coverage of pre-existing ailments. This is as per the current arrangement with our Insurer and is subject to review from time to time.
b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings under our optional policy. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
• 10% of such claims for self, spouse /partner and up to 4 dependent children
• 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan
Please note that all insurance benefits whether (Base or optional) will have a co-payment provision subject to the terms of the insurer.
2. You are by default enrolled in Accenture's Group Personal Accident coverage for self from the date of joining, up to three times your annual fixed compensation.
a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

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3. You are by default enrolled in Accenture's Group Life Insurance coverage from the date of joining equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown in the cash component elements is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company.

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current Insurance Policy period (April – March) and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan*, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

*Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

B. Other Benefits:

6.You can avail reimbursements for annual Preventive Health Check for up to INR 5,000 per policy year (April 1 to March 31) for self, spouse/partner, and up to 4 dependent children, over and above your base medical insurance cover.

7. Leaves: You are eligible for various leaves, including Parental (Maternal, Surrogacy, Adoption & Secondary Caregiver), Bereavement. Additionally, you can avail Earned Leave, Sick & Wellness Leave, and Casual Leave. This specific entitlements and policies for these leaves may vary based on your Accenture office base location and applicable state requirements.
You are entitled to 10 public holidays—eight fixed and two floating holidays in a calendar year (except in Kerala).

8. Hours that Help (HTH): We offer the HTH program, enabling eligible employees to donate earned leaves, to support colleagues during medical emergencies.

9.Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns and relationship problems. EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service.

10. We also offer access to financial wellness programs that provide valuable resources, tools, and expert advice to help you make informed financial decisions. Whether it's budgeting, saving for retirement, or managing debt, we aim to empower you with the knowledge and skills needed to achieve your financial goals.

JOINING BONUS

You would receive a discretionary joining bonus of **INR 100,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid

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with the **1st Month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions; and on its discretion waive a recovery.

Please note:
• Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

RELOCATION ASSISSTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 20,000/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:
• Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
• Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
• Expenses towards movement of one vehicle including Road Tax / Octroi
• Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates reg your relocation assistance, 30 days before your date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type-Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

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Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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ANNEXURE 2 : REQUIRED DOCUMENTATION

• Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
• PAN card copy (mandatory to be submitted on day 1)
• Document/s containing start date and end date of the last two employers
• Copy of Degree/PG/Diploma (wherever applicable) certificates
• Copy of all semester mark sheets (last semester mandatory)
• Relieving Letters from previous employer
• UAN Number and PF Statement for your last two employments before Accenture
• Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
• Experience Certificate from 2 previous employers (if relieving letters not submitted)
• Passport copy , if available (if not please apply immediately)
• Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

Candidate's Signature:



Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

• You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]

• Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

• I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.

• I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property

• I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role

• I agree and undertake to follow the work timings defined by my organization

• I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role

• I understand and confirm that I will be responsible for safety and security of the company assets assigned to me

• I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

Candidate's Signature:

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
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ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.
I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

Mansi Gupta

Date: Jul 11, 2025

Disclaimer

“This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference.”

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Congratulations

accenture

11 July 2025

C16199425
Najeeha Khan
HOUSE NO. 01, MAZAR TAT SHAH MIAN, KOTWALAN, RAMPUR, UTTAR PRADESH, 244901

Dear Najeeha Khan,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - **11**
Job Title - **Business Architecture Analyst**
Job Family Group - **Business & Technology Integration**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote working condition - Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

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completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:
Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

Candidate's Signature:

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This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive acceptance/acknowledgement for all the documents, including Annexures 1 to 5 (as applicable) as a part of the offer in the candidate application portal in seven (7) days from you or after receiving your acceptance/acknowledgement of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Najeeha, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Shobhana K Shobhana K at TechBschool.queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely,

C. Lakshmi

Lakshmi C
Senior Managing Director - CHRO, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature
Najeeha Khan

_____

Date: Jul 11, 2025

Candidate's Signature:

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual (INR)
(A) Annual Fixed Compensation*	**INR 900,000/-**
(B) Variable Bonus earning potential	Min. | Max.
	0% | **21%**
Annual Total earning potential (A+B)	Min. | Max.
	INR 900,000/- | **INR 1,089,000/-**
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	**INR 15,100/-**
Notional Insurance Premium paid by Company	**INR 14,700/-**
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	**INR 12,000/-** (capped at **INR 1,000**/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	**INR 13,500/-** [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

***Total Cash Compensation Elements**

Annual Fixed Compensation**
*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Appropriate employee's contribution to PF will be deducted and submitted to the regulators by the Company as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from

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Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.
*As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY24-25 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **21%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	**INR 5,00,000/-** per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of **INR 7,50,000/-**	Company
Future Service Liability	Self	Up to **INR 20,00,000/-**	Company
Employee Deposit Linked Insurance (EDLI)	Self	**INR 7,05,000/-** (If you contribute towards Employee Provident Fund)	Company

1. a. Accenture offers a comprehensive medical insurance plan that covers you, your spouse/partner, and up to 4 dependent children with a Sum Insured of INR 5,00,000 per annum. Accenture pays the premium for this coverage, and you need to enroll your dependents through our third-party portal within 30 days of your joining. This plan allows for coverage of pre-existing ailments. This is as per the current arrangement with our Insurer and is subject to review from time to time.
b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings under our optional policy. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
• 10% of such claims for self, spouse /partner and up to 4 dependent children
• 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan
Please note that all insurance benefits whether (Base or optional) will have a co-payment provision subject to the terms of the insurer.
2. You are by default enrolled in Accenture's Group Personal Accident coverage for self from the date of joining, up to three times your annual fixed compensation.
a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

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3. You are by default enrolled in Accenture's Group Life Insurance coverage from the date of joining equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown in the cash component elements is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company.

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current Insurance Policy period (April – March) and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan*, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

*Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

B. Other Benefits:

6.You can avail reimbursements for annual Preventive Health Check for up to INR 5,000 per policy year (April 1 to March 31) for self, spouse/partner, and up to 4 dependent children, over and above your base medical insurance cover.

7. Leaves: You are eligible for various leaves, including Parental (Maternal, Surrogacy, Adoption & Secondary Caregiver), Bereavement. Additionally, you can avail Earned Leave, Sick & Wellness Leave, and Casual Leave. This specific entitlements and policies for these leaves may vary based on your Accenture office base location and applicable state requirements.
You are entitled to 10 public holidays—eight fixed and two floating holidays in a calendar year (except in Kerala).

8. Hours that Help (HTH): We offer the HTH program, enabling eligible employees to donate earned leaves, to support colleagues during medical emergencies.

9.Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns and relationship problems. EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service.

10. We also offer access to financial wellness programs that provide valuable resources, tools, and expert advice to help you make informed financial decisions. Whether it's budgeting, saving for retirement, or managing debt, we aim to empower you with the knowledge and skills needed to achieve your financial goals.

JOINING BONUS

You would receive a discretionary joining bonus of **INR 100,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid

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with the **1st Month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions; and on its discretion waive a recovery.

Please note:
• Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

RELOCATION ASSISSTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 20,000/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:
• Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
• Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
• Expenses towards movement of one vehicle including Road Tax / Octroi
• Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates reg your relocation assistance, 30 days before your date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type-Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

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The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:
Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

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Candidate's Signature:

ANNEXURE 2 : REQUIRED DOCUMENTATION

• Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
• PAN card copy (mandatory to be submitted on day 1)
• Document/s containing start date and end date of the last two employers
• Copy of Degree/PG/Diploma (wherever applicable) certificates
• Copy of all semester mark sheets (last semester mandatory)
• Relieving Letters from previous employer
• UAN Number and PF Statement for your last two employments before Accenture
• Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
• Experience Certificate from 2 previous employers (if relieving letters not submitted)
• Passport copy , if available (if not please apply immediately)
• Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

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ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

• You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]

• Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

• I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.

• I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property

• I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role

• I agree and undertake to follow the work timings defined by my organization

• I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role

• I understand and confirm that I will be responsible for safety and security of the company assets assigned to me

• I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

Candidate's Signature:

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ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.
I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

Najeeha Khan

Date: Jul 11, 2025

Disclaimer

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Candidate's Signature:

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Congratulations

accenture

10 July 2025

C16199442
Shaineela Siddiqui
LIG 202 SECTOR 11 C, PANDIT DEEN DAYAL UPADHAYAY PURAM SIKANDRA , AGRA

Dear Shaineela Siddiqui,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - **11**
Job Title - **Business Architecture Analyst**
Job Family Group - **Business & Technology Integration**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote working condition - Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

Candidate's Signature: shaineela siddiqui
shaineela siddiqui (Jul 10, 2025 17:17 GMT+5.5)

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completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:
Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

Candidate's Signature: shaineela siddiqui
shaineela siddiqui (Jul 10, 2025 17:17 GMT+5.5)

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This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive acceptance/acknowledgement for all the documents, including Annexures 1 to 5 (as applicable) as a part of the offer in the candidate application portal in seven (7) days from you or after receiving your acceptance/acknowledgement of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Shaineela, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Shobhana K Shobhana K at TechBschool.queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely,

C. Lakshmi

Lakshmi C
Senior Managing Director - CHRO, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature shaineela siddiqui
shaineela siddiqui (Jul 10, 2025 17:15 GMT+5.5)
Shaineela Siddiqui

_____

Date: Jul 10, 2025

Candidate's Signature: shaineela siddiqui
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ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual (INR)
(A) Annual Fixed Compensation*	**INR 900,000/-**
(B) Variable Bonus earning potential	Min. | Max.
	0% | **21%**
Annual Total earning potential (A+B)	Min. | Max.
	INR 900,000/- | **INR 1,089,000/-**
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	**INR 15,100/-**
Notional Insurance Premium paid by Company	**INR 14,700/-**
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	**INR 12,000/-** (capped at **INR 1,000**/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	**INR 13,500/-** [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

***Total Cash Compensation Elements**

Annual Fixed Compensation**
*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Appropriate employee's contribution to PF will be deducted and submitted to the regulators by the Company as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from

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Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.
*As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY24-25 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **21%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	**INR 5,00,000/-** per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of **INR 7,50,000/-**	Company
Future Service Liability	Self	Up to **INR 20,00,000/-**	Company
Employee Deposit Linked Insurance (EDLI)	Self	**INR 7,05,000/-** (If you contribute towards Employee Provident Fund)	Company

1. a. Accenture offers a comprehensive medical insurance plan that covers you, your spouse/partner, and up to 4 dependent children with a Sum Insured of INR 5,00,000 per annum. Accenture pays the premium for this coverage, and you need to enroll your dependents through our third-party portal within 30 days of your joining. This plan allows for coverage of pre-existing ailments. This is as per the current arrangement with our Insurer and is subject to review from time to time.
b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings under our optional policy. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
• 10% of such claims for self, spouse /partner and up to 4 dependent children
• 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan
Please note that all insurance benefits whether (Base or optional) will have a co-payment provision subject to the terms of the insurer.
2. You are by default enrolled in Accenture's Group Personal Accident coverage for self from the date of joining, up to three times your annual fixed compensation.
a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

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3. You are by default enrolled in Accenture's Group Life Insurance coverage from the date of joining equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown in the cash component elements is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company.

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current Insurance Policy period (April – March) and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan*, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

*Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

B. Other Benefits:

6.You can avail reimbursements for annual Preventive Health Check for up to INR 5,000 per policy year (April 1 to March 31) for self, spouse/partner, and up to 4 dependent children, over and above your base medical insurance cover.

7. Leaves: You are eligible for various leaves, including Parental (Maternal, Surrogacy, Adoption & Secondary Caregiver), Bereavement. Additionally, you can avail Earned Leave, Sick & Wellness Leave, and Casual Leave. This specific entitlements and policies for these leaves may vary based on your Accenture office base location and applicable state requirements.
You are entitled to 10 public holidays—eight fixed and two floating holidays in a calendar year (except in Kerala).

8. Hours that Help (HTH): We offer the HTH program, enabling eligible employees to donate earned leaves, to support colleagues during medical emergencies.

9.Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns and relationship problems. EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service.

10. We also offer access to financial wellness programs that provide valuable resources, tools, and expert advice to help you make informed financial decisions. Whether it's budgeting, saving for retirement, or managing debt, we aim to empower you with the knowledge and skills needed to achieve your financial goals.

JOINING BONUS

You would receive a discretionary joining bonus of **INR 100,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid

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with the **1st Month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions; and on its discretion waive a recovery.

Please note:
• Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

RELOCATION ASSISSTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 20,000/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:
• Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
• Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
• Expenses towards movement of one vehicle including Road Tax / Octroi
• Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates reg your relocation assistance, 30 days before your date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type-Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

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shaineela siddiqui (Jul 10, 2025 17:19 GMT+5.5)

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The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:
Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

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shaineela siddiqui (Jul 10, 2025 17:17 GMT+5.5)

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ANNEXURE 2 : REQUIRED DOCUMENTATION

• Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
• PAN card copy (mandatory to be submitted on day 1)
• Document/s containing start date and end date of the last two employers
• Copy of Degree/PG/Diploma (wherever applicable) certificates
• Copy of all semester mark sheets (last semester mandatory)
• Relieving Letters from previous employer
• UAN Number and PF Statement for your last two employments before Accenture
• Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
• Experience Certificate from 2 previous employers (if relieving letters not submitted)
• Passport copy , if available (if not please apply immediately)
• Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

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ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

• You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]

• Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

• I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.

• I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property

• I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role

• I agree and undertake to follow the work timings defined by my organization

• I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role

• I understand and confirm that I will be responsible for safety and security of the company assets assigned to me

• I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

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ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.
I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

Shaineela Siddiqui

Date: Jul 10, 2025

Disclaimer

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Congratulations

accenture

11 July 2025

C16199428
Sonakshi Jain
HOUSE NO.482, WARD NO.7, JAIN STREET, ZIRA DISTRICT- FIROZPUR

Dear Sonakshi Jain,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - **11**
Job Title - **Business Architecture Analyst**
Job Family Group - **Business & Technology Integration**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

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- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

Candidate's Signature: Sonakshi
Sonakshi (Jul 11, 2025 12:51 GMT+5.5)

for
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The IIHMR University
Prabhu Dayal Marg, Near
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completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:
Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

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This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive acceptance/acknowledgement for all the documents, including Annexures 1 to 5 (as applicable) as a part of the offer in the candidate application portal in seven (7) days from you or after receiving your acceptance/acknowledgement of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Sonakshi, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Shobhana K Shobhana K at TechBschool.queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely,

C. Lakshmi

Lakshmi C
Senior Managing Director - CHRO, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature Sonakshi
Sonakshi (Jul 11, 2025 12:51 GMT+5.5)
Sonakshi Jain

_____

Date: Jul 11, 2025

Candidate's Signature: Sonakshi
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ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS		
Total Cash Compensation:		
	Annual (INR)	
(A) Annual Fixed Compensation*	**INR 900,000/-**	
(B) Variable Bonus earning potential	Min.	Max.
	0%	**21%**
Annual Total earning potential (A+B)	Min.	Max.
	INR 900,000/-	**INR 1,089,000/-**
(C)#Additional Notional Benefits		
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	**INR 15,100/-**	
Notional Insurance Premium paid by Company	**INR 14,700/-**	
(D)##Additional Discretionary Reimbursements		
Annual Internet reimbursement	**INR 12,000/-** (capped at **INR 1,000**/- per month)	
(E) Optional opportunity to participate in the Employee Share Purchase Plan		
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	**INR 13,500/-** [discount opportunity with an optional investment of 10% of gross pay and no change in share price]	

***Total Cash Compensation Elements**

Annual Fixed Compensation**
*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Appropriate employee's contribution to PF will be deducted and submitted to the regulators by the Company as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from

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Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.
*As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY24-25 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **21%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	**INR 5,00,000/-** per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of **INR 7,50,000/-**	Company
Future Service Liability	Self	Up to **INR 20,00,000/-**	Company
Employee Deposit Linked Insurance (EDLI)	Self	**INR 7,05,000/-** (If you contribute towards Employee Provident Fund)	Company

1. a. Accenture offers a comprehensive medical insurance plan that covers you, your spouse/partner, and up to 4 dependent children with a Sum Insured of INR 5,00,000 per annum. Accenture pays the premium for this coverage, and you need to enroll your dependents through our third-party portal within 30 days of your joining. This plan allows for coverage of pre-existing ailments. This is as per the current arrangement with our Insurer and is subject to review from time to time.
b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings under our optional policy. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
• 10% of such claims for self, spouse /partner and up to 4 dependent children
• 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan
Please note that all insurance benefits whether (Base or optional) will have a co-payment provision subject to the terms of the insurer.
2. You are by default enrolled in Accenture's Group Personal Accident coverage for self from the date of joining, up to three times your annual fixed compensation.
a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

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3. You are by default enrolled in Accenture's Group Life Insurance coverage from the date of joining equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown in the cash component elements is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company.

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current Insurance Policy period (April – March) and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan*, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

*Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

B. Other Benefits:

6.You can avail reimbursements for annual Preventive Health Check for up to INR 5,000 per policy year (April 1 to March 31) for self, spouse/partner, and up to 4 dependent children, over and above your base medical insurance cover.

7. Leaves: You are eligible for various leaves, including Parental (Maternal, Surrogacy, Adoption & Secondary Caregiver), Bereavement. Additionally, you can avail Earned Leave, Sick & Wellness Leave, and Casual Leave. This specific entitlements and policies for these leaves may vary based on your Accenture office base location and applicable state requirements.
You are entitled to 10 public holidays—eight fixed and two floating holidays in a calendar year (except in Kerala).

8. Hours that Help (HTH): We offer the HTH program, enabling eligible employees to donate earned leaves, to support colleagues during medical emergencies.

9.Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns and relationship problems. EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service.

10. We also offer access to financial wellness programs that provide valuable resources, tools, and expert advice to help you make informed financial decisions. Whether it's budgeting, saving for retirement, or managing debt, we aim to empower you with the knowledge and skills needed to achieve your financial goals.

JOINING BONUS

You would receive a discretionary joining bonus of **INR 100,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid

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with the **1st Month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions; and on its discretion waive a recovery.

Please note:
• Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

RELOCATION ASSISSTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 20,000/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:
• Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
• Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
• Expenses towards movement of one vehicle including Road Tax / Octroi
• Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates reg your relocation assistance, 30 days before your date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type-Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

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The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:
Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

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ANNEXURE 2 : REQUIRED DOCUMENTATION

• Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
• PAN card copy (mandatory to be submitted on day 1)
• Document/s containing start date and end date of the last two employers
• Copy of Degree/PG/Diploma (wherever applicable) certificates
• Copy of all semester mark sheets (last semester mandatory)
• Relieving Letters from previous employer
• UAN Number and PF Statement for your last two employments before Accenture
• Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
• Experience Certificate from 2 previous employers (if relieving letters not submitted)
• Passport copy , if available (if not please apply immediately)
• Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

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ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

• You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]

• Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

• I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.

• I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property

• I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role

• I agree and undertake to follow the work timings defined by my organization

• I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role

• I understand and confirm that I will be responsible for safety and security of the company assets assigned to me

• I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

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ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.
I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

Sonakshi Jain

Date: Jul 11, 2025

Disclaimer

“This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference.”

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Congratulations

accenture

27 June 2025

C16174481
Srabani Chattopadhyay
15-1-37/23, Flat Number 202, Jayaprada Apartments, Nowroji Road, Maharanipeta

Dear Srabani Chattopadhyay,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - **11**
Job Title - **Business Architecture Analyst**
Job Family Group - **Business & Technology Integration**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote working condition - Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

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Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:
Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

INTERNATIONAL WORKER

Candidate's Signature:

for

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive acceptance/acknowledgement for all the documents, including Annexures 1 to 5 (as applicable) as a part of the offer in the candidate application portal in seven (7) days from you or after receiving your acceptance/acknowledgement of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Srabani, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Bidisha Roy at TechBschool.queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely,

C. Lakshmi

Lakshmi C
Senior Managing Director - CHRO, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature
Srabani Chattopadhyay

_____

Date: Jun 27, 2025

Candidate's Signature:

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS		
Total Cash Compensation:		
	Annual (INR)	
(A) Annual Fixed Compensation*	**INR 900,000/-**	
(B) Variable Bonus earning potential	Min.	Max.
	0%	**21%**
Annual Total earning potential (A+B)	Min.	Max.
	INR 900,000/-	**INR 1,089,000/-**
(C)#Additional Notional Benefits		
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	**INR 15,100/-**	
Notional Insurance Premium paid by Company	**INR 14,700/-**	
(D)##Additional Discretionary Reimbursements		
Annual Internet reimbursement	**INR 12,000/-** (capped at **INR 1,000/-** per month)	
(E) Optional opportunity to participate in the Employee Share Purchase Plan		
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	**INR 13,500/-** [discount opportunity with an optional investment of 10% of gross pay and no change in share price]	

***Total Cash Compensation Elements**

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Appropriate employee's contribution to PF will be deducted and submitted to the regulators by the Company as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

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*As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY24-25 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **21%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	**INR 5,00,000/-** per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of **INR 7,50,000/-**	Company
Future Service Liability	Self	Up to **INR 20,00,000/-**	Company
Employee Deposit Linked Insurance (EDLI)	Self	**INR 7,05,000/-** (If you contribute towards Employee Provident Fund)	Company

1. a. Accenture offers a comprehensive medical insurance plan that covers you, your spouse/partner, and up to 4 dependent children with a Sum Insured of INR 5,00,000 per annum. Accenture pays the premium for this coverage, and you need to enroll your dependents through our third-party portal within 30 days of your joining. This plan allows for coverage of pre-existing ailments. This is as per the current arrangement with our Insurer and is subject to review from time to time.
b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings under our optional policy. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
• 10% of such claims for self, spouse /partner and up to 4 dependent children
• 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan
Please note that all insurance benefits whether (Base or optional) will have a co-payment provision subject to the terms of the insurer.
2. You are by default enrolled in Accenture's Group Personal Accident coverage for self from the date of joining, up to three times your annual fixed compensation.
a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

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3. You are by default enrolled in Accenture's Group Life Insurance coverage from the date of joining equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown in the cash component elements is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company.

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current Insurance Policy period (April – March) and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan*, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

*Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

B. Other Benefits:

6.You can avail reimbursements for annual Preventive Health Check for up to INR 5,000 per policy year (April 1 to March 31) for self, spouse/partner, and up to 4 dependent children, over and above your base medical insurance cover.

7. Leaves: You are eligible for various leaves, including Parental (Maternal, Surrogacy, Adoption & Secondary Caregiver), Bereavement. Additionally, you can avail Earned Leave, Sick & Wellness Leave, and Casual Leave. This specific entitlements and policies for these leaves may vary based on your Accenture office base location and applicable state requirements.
You are entitled to 10 public holidays—eight fixed and two floating holidays in a calendar year (except in Kerala).

8. Hours that Help (HTH): We offer the HTH program, enabling eligible employees to donate earned leaves, to support colleagues during medical emergencies.

9.Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns and relationship problems. EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service.

10. We also offer access to financial wellness programs that provide valuable resources, tools, and expert advice to help you make informed financial decisions. Whether it's budgeting, saving for retirement, or managing debt, we aim to empower you with the knowledge and skills needed to achieve your financial goals.

<u>JOINING BONUS</u>

You would receive a discretionary joining bonus of **INR 100,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the **1st Month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the

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completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions; and on its discretion waive a recovery.

Please note:
• Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

RELOCATION ASSISSTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 20,000/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:
• Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
• Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
• Expenses towards movement of one vehicle including Road Tax / Octroi
• Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates reg your relocation assistance, 30 days before your date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type-Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

Candidate's Signature:

Registrar
The IIHMR University
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The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:
Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

Candidate's Signature:

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
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ANNEXURE 2 : REQUIRED DOCUMENTATION

• Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
• PAN card copy (mandatory to be submitted on day 1)
• Document/s containing start date and end date of the last two employers
• Copy of Degree/PG/Diploma (wherever applicable) certificates
• Copy of all semester mark sheets (last semester mandatory)
• Relieving Letters from previous employer
• UAN Number and PF Statement for your last two employments before Accenture
• Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
• Experience Certificate from 2 previous employers (if relieving letters not submitted)
• Passport copy , if available (if not please apply immediately)
• Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

Candidate's Signature:

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ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

• You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]

• Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

• I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.

• I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property

• I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role

• I agree and undertake to follow the work timings defined by my organization

• I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role

• I understand and confirm that I will be responsible for safety and security of the company assets assigned to me

• I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

Candidate's Signature:

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.
I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

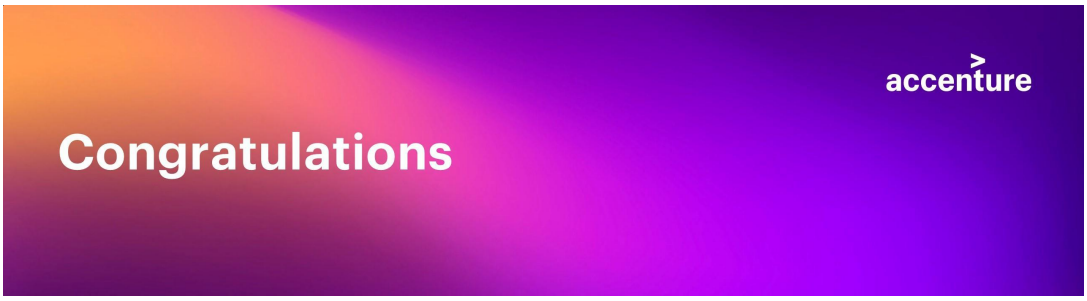
_____
Srabani Chattopadhyay

Date: Jun 27, 2025

Disclaimer
“This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference.”

Candidate's Signature:

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029



27 June 2025

C16174485
Sreyasi Chattopadhyay
15-1-37/23, Flat Number 202, Jayaprada Apartments, Nowroji Road, Maharanipeta

Dear Sreyasi Chattopadhyay,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - **11**
Job Title - **Business Architecture Analyst**
Job Family Group - **Business & Technology Integration**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

• Annexure 1 for the compensation and benefits details.
• Annexure 2 for documentation to be submitted by you.
• Annexure 3 for Remote working condition - Declaration to be submitted by you.
• Annexure 4 for declaration to be submitted by you.
• Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

Candidate's Signature: Sreyasi

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:
Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

INTERNATIONAL WORKER

Candidate's Signature:

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Sanganer Airport, Jaipur-302029

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive acceptance/acknowledgement for all the documents, including Annexures 1 to 5 (as applicable) as a part of the offer in the candidate application portal in seven (7) days from you or after receiving your acceptance/acknowledgement of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Sreyasi, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Bidisha Roy at TechBschool.queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely,

C. Lakshmi

Lakshmi C
Senior Managing Director - CHRO, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature Sreyasi
Sreyasi Chattopadhyay

_____

Date: Jun 27, 2025

Candidate's Signature: Sreyasi

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual (INR)
(A) Annual Fixed Compensation*	**INR 900,000/-**
(B) Variable Bonus earning potential	Min. | Max.
	0% | **21%**
Annual Total earning potential (A+B)	Min. | Max.
	INR 900,000/- | **INR 1,089,000/-**
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	**INR 15,100/-**
Notional Insurance Premium paid by Company	**INR 14,700/-**
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	**INR 12,000/-** (capped at **INR 1,000/-** per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	**INR 13,500/-** [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

***Total Cash Compensation Elements**

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Appropriate employee's contribution to PF will be deducted and submitted to the regulators by the Company as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

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*As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY24-25 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **21%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	**INR 5,00,000/-** per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of **INR 7,50,000/-**	Company
Future Service Liability	Self	Up to **INR 20,00,000/-**	Company
Employee Deposit Linked Insurance (EDLI)	Self	**INR 7,05,000/-** (If you contribute towards Employee Provident Fund)	Company

1. a. Accenture offers a comprehensive medical insurance plan that covers you, your spouse/partner, and up to 4 dependent children with a Sum Insured of INR 5,00,000 per annum. Accenture pays the premium for this coverage, and you need to enroll your dependents through our third-party portal within 30 days of your joining. This plan allows for coverage of pre-existing ailments. This is as per the current arrangement with our Insurer and is subject to review from time to time.
b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings under our optional policy. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
• 10% of such claims for self, spouse /partner and up to 4 dependent children
• 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan
Please note that all insurance benefits whether (Base or optional) will have a co-payment provision subject to the terms of the insurer.
2. You are by default enrolled in Accenture's Group Personal Accident coverage for self from the date of joining, up to three times your annual fixed compensation.
a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

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3. You are by default enrolled in Accenture's Group Life Insurance coverage from the date of joining equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown in the cash component elements is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company.

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current Insurance Policy period (April – March) and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan*, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

*Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

B. Other Benefits:

6.You can avail reimbursements for annual Preventive Health Check for up to INR 5,000 per policy year (April 1 to March 31) for self, spouse/partner, and up to 4 dependent children, over and above your base medical insurance cover.

7. Leaves: You are eligible for various leaves, including Parental (Maternal, Surrogacy, Adoption & Secondary Caregiver), Bereavement. Additionally, you can avail Earned Leave, Sick & Wellness Leave, and Casual Leave. This specific entitlements and policies for these leaves may vary based on your Accenture office base location and applicable state requirements.
You are entitled to 10 public holidays—eight fixed and two floating holidays in a calendar year (except in Kerala).

8. Hours that Help (HTH): We offer the HTH program, enabling eligible employees to donate earned leaves, to support colleagues during medical emergencies.

9.Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns and relationship problems. EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service.

10. We also offer access to financial wellness programs that provide valuable resources, tools, and expert advice to help you make informed financial decisions. Whether it's budgeting, saving for retirement, or managing debt, we aim to empower you with the knowledge and skills needed to achieve your financial goals.

JOINING BONUS

You would receive a discretionary joining bonus of **INR 100,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the **1st Month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the

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completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions; and on its discretion waive a recovery.

Please note:
• Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

RELOCATION ASSISSTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 20,000/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:
• Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
• Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
• Expenses towards movement of one vehicle including Road Tax / Octroi
• Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates reg your relocation assistance, 30 days before your date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type-Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

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The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:
Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

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Candidate's Signature:

ANNEXURE 2 : REQUIRED DOCUMENTATION

• Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
• PAN card copy (mandatory to be submitted on day 1)
• Document/s containing start date and end date of the last two employers
• Copy of Degree/PG/Diploma (wherever applicable) certificates
• Copy of all semester mark sheets (last semester mandatory)
• Relieving Letters from previous employer
• UAN Number and PF Statement for your last two employments before Accenture
• Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
• Experience Certificate from 2 previous employers (if relieving letters not submitted)
• Passport copy , if available (if not please apply immediately)
• Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
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Candidate's Signature:

ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

• You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]

• Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

• I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.

• I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property

• I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role

• I agree and undertake to follow the work timings defined by my organization

• I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role

• I understand and confirm that I will be responsible for safety and security of the company assets assigned to me

• I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Candidate's Signature:

ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.
I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____
Sreyasi Chattopadhyay

Date: Jun 27, 2025

Disclaimer
“This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference.”

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Candidate's Signature:

Congratulations

accenture

15 July 2025

C16514551
Sweta Samantaray
3B , 3rd Floor, Tolly Garden Apartment , 340 , NSC Bose Road , Kolkata

Dear Sweta Samantaray,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - **11**
Job Title - **Business Architecture Analyst**
Job Family Group - **Business & Technology Integration**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote working condition - Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

Candidate's Signature: Sweta

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completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:
Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

Candidate's Signature: Shweta

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Sanganer Airport, Jaipur-302029

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive acceptance/acknowledgement for all the documents, including Annexures 1 to 5 (as applicable) as a part of the offer in the candidate application portal in seven (7) days from you or after receiving your acceptance/acknowledgement of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

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Sweta, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Shobhana K Shobhana K at TechBschool.queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely,

C. Lakshmi

Lakshmi C
Senior Managing Director - CHRO, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature Sweta
Sweta Samantaray

_____

Date: Jul 15, 2025

Candidate's Signature: Sweta

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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(E) Optional opportunity to participate in the Employee Share Purchase Plan		
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	**INR 13,500/-** [discount opportunity with an optional investment of 10% of gross pay and no change in share price]	

***Total Cash Compensation Elements**

Annual Fixed Compensation**
*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Appropriate employee's contribution to PF will be deducted and submitted to the regulators by the Company as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from

Candidate's Signature: Sweta

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Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.
*As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY24-25 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **21%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	**INR 5,00,000/-** per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of **INR 7,50,000/-**	Company
Future Service Liability	Self	Up to **INR 20,00,000/-**	Company
Employee Deposit Linked Insurance (EDLI)	Self	**INR 7,05,000/-** (If you contribute towards Employee Provident Fund)	Company

1. a. Accenture offers a comprehensive medical insurance plan that covers you, your spouse/partner, and up to 4 dependent children with a Sum Insured of INR 5,00,000 per annum. Accenture pays the premium for this coverage, and you need to enroll your dependents through our third-party portal within 30 days of your joining. This plan allows for coverage of pre-existing ailments. This is as per the current arrangement with our Insurer and is subject to review from time to time.
b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings under our optional policy. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
• 10% of such claims for self, spouse /partner and up to 4 dependent children
• 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan
Please note that all insurance benefits whether (Base or optional) will have a co-payment provision subject to the terms of the insurer.
2. You are by default enrolled in Accenture's Group Personal Accident coverage for self from the date of joining, up to three times your annual fixed compensation.
a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

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3. You are by default enrolled in Accenture's Group Life Insurance coverage from the date of joining equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown in the cash component elements is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company.

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current Insurance Policy period (April – March) and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan*, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

*Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

B. Other Benefits:

6.You can avail reimbursements for annual Preventive Health Check for up to INR 5,000 per policy year (April 1 to March 31) for self, spouse/partner, and up to 4 dependent children, over and above your base medical insurance cover.

7. Leaves: You are eligible for various leaves, including Parental (Maternal, Surrogacy, Adoption & Secondary Caregiver), Bereavement. Additionally, you can avail Earned Leave, Sick & Wellness Leave, and Casual Leave. This specific entitlements and policies for these leaves may vary based on your Accenture office base location and applicable state requirements.
You are entitled to 10 public holidays—eight fixed and two floating holidays in a calendar year (except in Kerala).

8. Hours that Help (HTH): We offer the HTH program, enabling eligible employees to donate earned leaves, to support colleagues during medical emergencies.

9.Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns and relationship problems. EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service.

10. We also offer access to financial wellness programs that provide valuable resources, tools, and expert advice to help you make informed financial decisions. Whether it's budgeting, saving for retirement, or managing debt, we aim to empower you with the knowledge and skills needed to achieve your financial goals.

JOINING BONUS

You would receive a discretionary joining bonus of **INR 100,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid

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with the **1st Month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions; and on its discretion waive a recovery.

Please note:
• Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

RELOCATION ASSISSTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 20,000/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:
• Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
• Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
• Expenses towards movement of one vehicle including Road Tax / Octroi
• Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates reg your relocation assistance, 30 days before your date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type-Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

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The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:
Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

Candidate's Signature: Sweta

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ANNEXURE 2 : REQUIRED DOCUMENTATION

• Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
• PAN card copy (mandatory to be submitted on day 1)
• Document/s containing start date and end date of the last two employers
• Copy of Degree/PG/Diploma (wherever applicable) certificates
• Copy of all semester mark sheets (last semester mandatory)
• Relieving Letters from previous employer
• UAN Number and PF Statement for your last two employments before Accenture
• Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
• Experience Certificate from 2 previous employers (if relieving letters not submitted)
• Passport copy , if available (if not please apply immediately)
• Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

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ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

• You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]

• Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

• I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.

• I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property

• I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role

• I agree and undertake to follow the work timings defined by my organization

• I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role

• I understand and confirm that I will be responsible for safety and security of the company assets assigned to me

• I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

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for Registrar
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ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.
I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

Sweta Samantaray

Date: Jul 15, 2025

Disclaimer

“This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference.”

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Congratulations

accenture

10 July 2025

C16199438
Tanvi Sanjay Sahnan
HOUSE NO-39, STREET NO.1, DEV NAGAR, NEAR Y-BLOCK, RISHI NAGAR, LUDHIANA, PUNJAB. 141001

Dear Tanvi Sanjay Sahnan,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - **11**
Job Title - **Business Architecture Analyst**
Job Family Group - **Business & Technology Integration**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote working condition - Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

Candidate's Signature: Tanvi
Tanvi (Jul 11, 2025 16:16 GMT+5.5)

for
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completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:
Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

Candidate's Signature: Tanvi
Tanvi (Jul 11, 2025 16:16 GMT+5.5)

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This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive acceptance/acknowledgement for all the documents, including Annexures 1 to 5 (as applicable) as a part of the offer in the candidate application portal in seven (7) days from you or after receiving your acceptance/acknowledgement of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Tanvi, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Shobhana K Shobhana K at TechBschool.queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely,

C. Lakshmi

Lakshmi C
Senior Managing Director - CHRO, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature Tanvi
Tanvi (Jul 11, 2025 16:16 GMT+5.5)
Tanvi Sanjay Sahnan

_____

Date: Jul 11, 2025

Candidate's Signature: Tanvi
Tanvi (Jul 11, 2025 16:16 GMT+5.5)

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ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS		
Total Cash Compensation:		
	Annual (INR)	
(A) Annual Fixed Compensation*	**INR 900,000/-**	
(B) Variable Bonus earning potential	Min.	Max.
	0%	**21%**
Annual Total earning potential (A+B)	Min.	Max.
	INR 900,000/-	**INR 1,089,000/-**
(C)#Additional Notional Benefits		
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	**INR 15,100/-**	
Notional Insurance Premium paid by Company	**INR 14,700/-**	
(D)##Additional Discretionary Reimbursements		
Annual Internet reimbursement	**INR 12,000/-** (capped at **INR 1,000**/- per month)	
(E) Optional opportunity to participate in the Employee Share Purchase Plan		
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	**INR 13,500/-** [discount opportunity with an optional investment of 10% of gross pay and no change in share price]	

***Total Cash Compensation Elements**

Annual Fixed Compensation**
*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Appropriate employee's contribution to PF will be deducted and submitted to the regulators by the Company as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from

Candidate's Signature: Tanvi
Tanvi (Jul 11, 2025 16:16 GMT+5.5)

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Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.
*As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY24-25 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **21%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	**INR 5,00,000/-** per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of **INR 7,50,000/-**	Company
Future Service Liability	Self	Up to **INR 20,00,000/-**	Company
Employee Deposit Linked Insurance (EDLI)	Self	**INR 7,05,000/-** (If you contribute towards Employee Provident Fund)	Company

1. a. Accenture offers a comprehensive medical insurance plan that covers you, your spouse/partner, and up to 4 dependent children with a Sum Insured of INR 5,00,000 per annum. Accenture pays the premium for this coverage, and you need to enroll your dependents through our third-party portal within 30 days of your joining. This plan allows for coverage of pre-existing ailments. This is as per the current arrangement with our Insurer and is subject to review from time to time.
b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings under our optional policy. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
• 10% of such claims for self, spouse /partner and up to 4 dependent children
• 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan
Please note that all insurance benefits whether (Base or optional) will have a co-payment provision subject to the terms of the insurer.
2. You are by default enrolled in Accenture's Group Personal Accident coverage for self from the date of joining, up to three times your annual fixed compensation.
a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

Candidate's Signature: Tanvi
Tanvi (Jul 11, 2025 16:16 GMT+5.5)

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Sanganer Airport, Jaipur-302029

3. You are by default enrolled in Accenture's Group Life Insurance coverage from the date of joining equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown in the cash component elements is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company.

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current Insurance Policy period (April – March) and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan*, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

*Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

B. Other Benefits:

6.You can avail reimbursements for annual Preventive Health Check for up to INR 5,000 per policy year (April 1 to March 31) for self, spouse/partner, and up to 4 dependent children, over and above your base medical insurance cover.

7. Leaves: You are eligible for various leaves, including Parental (Maternal, Surrogacy, Adoption & Secondary Caregiver), Bereavement. Additionally, you can avail Earned Leave, Sick & Wellness Leave, and Casual Leave. This specific entitlements and policies for these leaves may vary based on your Accenture office base location and applicable state requirements.
You are entitled to 10 public holidays—eight fixed and two floating holidays in a calendar year (except in Kerala).

8. Hours that Help (HTH): We offer the HTH program, enabling eligible employees to donate earned leaves, to support colleagues during medical emergencies.

9.Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns and relationship problems. EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service.

10. We also offer access to financial wellness programs that provide valuable resources, tools, and expert advice to help you make informed financial decisions. Whether it's budgeting, saving for retirement, or managing debt, we aim to empower you with the knowledge and skills needed to achieve your financial goals.

JOINING BONUS

You would receive a discretionary joining bonus of **INR 100,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid

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Prabhu Dayal Marg, Near
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with the **1st Month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions; and on its discretion waive a recovery.

Please note:
• Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

RELOCATION ASSISSTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 20,000/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:
• Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
• Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
• Expenses towards movement of one vehicle including Road Tax / Octroi
• Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates reg your relocation assistance, 30 days before your date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type-Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

Candidate's Signature: Tanvi
Tanvi (Jul 11, 2025 16:16 GMT+5.5)

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:
Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

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ANNEXURE 2 : REQUIRED DOCUMENTATION

• Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
• PAN card copy (mandatory to be submitted on day 1)
• Document/s containing start date and end date of the last two employers
• Copy of Degree/PG/Diploma (wherever applicable) certificates
• Copy of all semester mark sheets (last semester mandatory)
• Relieving Letters from previous employer
• UAN Number and PF Statement for your last two employments before Accenture
• Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
• Experience Certificate from 2 previous employers (if relieving letters not submitted)
• Passport copy , if available (if not please apply immediately)
• Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

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ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

• You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]

• Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

• I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.

• I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property

• I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role

• I agree and undertake to follow the work timings defined by my organization

• I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role

• I understand and confirm that I will be responsible for safety and security of the company assets assigned to me

• I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

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ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.
I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

Tanvi Sanjay Sahnan

Date: Jul 11, 2025

Disclaimer

“This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference.”

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Sanganer Airport, Jaipur-302029

Candidate's Signature: Tanvi
Tanvi (Jul 11, 2025 16:16 GMT+5.5)

Sakshi Pawar

From: Vinod Tejwani
Sent: 05 June 2025 04:15 PM
To: Sakshi Pawar; Anita Thapa
Subject: FW: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations
A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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From: Asha Dilbagh <asha.dilbagh@burjeel.com>
Sent: 28 March 2025 06:12 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>; Mohamed Nabeel <mohamed.nabeel@burjeelholdings.com>
Subject: Re: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

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Dear Mr. Vinod,

Thank you for sharing.

PF the final list of students who are selected. Kindly note that they must be getting the offers from my Colleague (domain @burjeelholdings.com) on their personal email mentioned on the CV by tomorrow EOD, please confirm once received.

S.NO.	College name	Candidate Name	Unit Allocation	Department	Offer
1	IIHMR Jaipur	Tabassum Khan	BH AUH	Operations	AED 4,000 + SA (500) P.M.
2	IIHMR Jaipur	Rohan George	BH AUH	Operations	AED 4,000 + SA (500) P.M.
3	IIHMR Jaipur	Mannat Varma	BH AUH	Patient Experience	AED 4,000 + SA (500) P.M.

Thank you.

Thanks & Regards,

Asha Dilbagh
Manager - Human Resources

M 582628515
asha.dilbagh@burjeel.com
Burjeel Medical Centers AD Region
www.burjeel.com/burjeelmedicalcentre/
PO Box: 4735, Al Shamkha, Makani Mall
Abu Dhabi, United Arab Emirates

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From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: 20 March 2025 9:42 AM
To: Asha Dilbagh <asha.dilbagh@burjeel.com>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: RE: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

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Dear Madam,

As desired, Please find attach the documents and pendency marked in yellow. Students have shared the documents for attestation of MOFA and We will share the same as soon as we receive from the Embassy.

Tabassum Jahan Khan	Mother's name	Tahera Khatoon Abdul Hamid Khan	Embassy attestation and MOFA of UG degree are pending
	Home country contact number	91 8980567880	
Kassamkuthiyal Rohan George	Mother's name	Mary George	Embassy attestation and MOFA of UG degree are pending
	Home country contact number	- +91 7567722088, +91 9913620515, +919427061727	
Mannat Verma	Mother's name	Nisha Verma	Police clearance and MOFA of UG attestation pending
	Home country contact number	9718022222	

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations
A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

P: +91 141 3924700 (213)

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From: Asha Dilbagh <asha.dilbagh@burjeel.com>
Sent: 20 March 2025 09:40 AM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: Re: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

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Dear Mr. Vinod,

Kindly update the status on the below.

From: Asha Dilbagh <asha.dilbagh@burjeel.com>
Sent: 07 March 2025 3:25 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: Re: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

Information Classification: Confidential

Dear Mr. Vinod,

Greetings.

While finalizing the offers of selected students, kindly prepare all the listed documents and fill out the necessary forms attached above to proceed further.

Kindly share color copy of all documents in pdf format renamed. Please don't use mobile phones or any other application to scan to avoid rejections of applications.

1. Color copy of passport size photograph(with white background) JPEG Format
2. Color copy of passport (Valid for 8 months, front & back)
3. Color copy of Visa, if inside UAE(Visit/Tourist/UAE Residence)
4. Color copy of Emirates ID, if previously worked in UAE
5. Color copy of Sponsor's passport, Visa & emirates ID
6. Updated Resume/CV
7. All educational certificates as per CV **(Highest degree to be attested by UAE Embassy + MOFA in UAE)**
   a. PHD/Master's Degree Certificate along with transcript & mark list, if applicable
   b. Bachelor's Degree Certificate along with transcript & mark list, if applicable
   c. Higher secondary Certificate
   d. School certificate
8. All experience letters as per CV
9. Salary Certificate
10. Home country contact number
11. Mother Name
12. Exit stamp in the passport if visited UAE before
13. Covid Vaccination Certificate
14. COC - Insurance Continuity Certificate, If applicable
15. Police Clearance Certificate

Do let us know in case of any queries.

Appreciate if this can be done and shared to us by **15th Mar 2025.**
Thank you.

Thanks & Regards,

Asha Dilbagh
Manager - Human Resources
M 582628515
asha.dilbagh@burjeel.com
Burjeel Medical Centers AD Region
www.burjeel.com/burjeelmedicalcentre/
PO Box: 4735, Al Shamkha, Makani Mall
Abu Dhabi, United Arab Emirates

From: Asha Dilbagh <asha.dilbagh@burjeel.com>
Sent: 06 March 2025 9:02 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: Re: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

Dear Mr. Vinod,

Please share us the attested documents meanwhile. Appreciate if this can be done by 15th Mar 2025.
Thank you.

Thanks & Regards,

Asha Dilbagh
Manager - Human Resources
M 582628515
asha.dilbagh@burjeel.com
Burjeel Medical Centers AD Region
www.burjeel.com/burjeelmedicalcentre/
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Abu Dhabi, United Arab Emirates

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: 06 March 2025 10:02 AM
To: Asha Dilbagh <asha.dilbagh@burjeel.com>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: RE: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

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Dear Madam,

At the outset let me thank you and team Burjeel Holdings for selecting below mentioned 3 candidates.

We are sure that all the 3 candidates will be at par with their performance and will add on to the growth of your esteemed organsiation.

We will inform all the 3 candidates accordingly.

Thanks a lot.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations
A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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From: Asha Dilbagh <asha.dilbagh@burjeel.com>
Sent: 06 March 2025 01:36 AM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: Re: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

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Dear Mr. Vinod,

As discussed, pf the list of students selected below;

College name	Course	Candidate Name	Unit Allocation	Department	Selected - Yes/ No
IIHMR Jaipur	HHM	Tabassum Khan	BH AUH	Operations	Selected
IIHMR Jaipur	HHM	Rohan George	BH AUH	Operations	Selected
IIHMR Jaipur	HHM	Mannat Varma	BH AUH	Patient Experience	Selected

NOTE: Please note that we would also be arranging a meeting with our CHRO. We'll get back to you soon on the same and offer letters.

Thanks & Regards,

Asha Dilbagh
Manager - Human Resources
M 582628515
asha.dilbagh@burjeel.com
Burjeel Medical Centers AD Region
www.burjeel.com/burjeelmedicalcentre/
PO Box: 4735, Al Shamkha, Makani Mall
Abu Dhabi, United Arab Emirates

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: 17 February 2025 1:09 PM
To: Asha Dilbagh <asha.dilbagh@burjeel.com>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: Re: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

Information Classification: Confidential

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Dear Madam,

Noted with thanks.

Regards,

Vinod

Sent from Outlook for Android

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The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

From: Asha Dilbagh <asha.dilbagh@burjeel.com>
Sent: Monday, February 17, 2025 9:50:00 AM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: Re: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

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Dear Mr. Vinod,

PF the list of final selected students and updates as below;

College name	Course	Candidate Name	Selected - Yes/ No
IIHMR Jaipur	HHM	Tabassum Khan	Selected
IIHMR Jaipur	HHM	Rohan George	Selected
IIHMR Jaipur	HHM	Mannat Varma	Will confirm by today EOD

Thank you.

Thanks & Regards,

Asha Dilbagh
Manager - Human Resources

M 582628515
asha.dilbagh@burjeel.com
Burjeel Medical Centers AD Region
www.burjeel.com/burjeelmedicalcentre/
PO Box: 4735, Al Shamkha, Makani Mall
Abu Dhabi, United Arab Emirates

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: 10 February 2025 2:07 PM
To: Asha Dilbagh <asha.dilbagh@burjeel.com>; Sandhya Sethuraman <sandhya.sethuraman@burjeel.com>; Sidra Ashraf <sidra.ashraf@burjeel.com>
Cc: Waleed Tawfik <waleed.tawfik@burjeel.com>; Fidora Fernandes <fidora.fernandes@burjeeldaysurgery.com>; Shoukath av <shouku.av@burjeel.com>; Operation Secretary <operationsecretary@burjeel.com>
Subject: RE: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

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Noted Madam.

We have informed the students, and they will be ready as per the schedule.

Thanks a lot

With Regards,

Vinod Tejwani

Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,

Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987

P: +91 141 3924700 (213)

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-----Original Appointment-----
From: Asha Dilbagh <asha.dilbagh@burjeel.com>
Sent: 10 February 2025 01:55 PM
To: Sandhya Sethuraman; Sidra Ashraf; Vinod Tejwani
Cc: Waleed Tawfik; Fidora Fernandes; Shoukath av; Operation Secretary
Subject: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur
When: 11 February 2025 03:45 PM-04:30 PM (UTC+04:00) Abu Dhabi, Muscat.
Where: Teams Meeting

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mr. Vinod,

Greetings from Burjeel holdings!

Hope this email finds you well.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

As discussed with you, Kindly note that the below students have been shortlisted for the second round of interview.

1. Ms. Tabassum Khan/ 03:45 PM
2. Mr. Rohan George/ 04:00 PM
3. Ms. Mannat Varma/ 04:15 PM

Please find the interview schedule as below:

- Interview Date: 11th February 2025 (Tuesday)
- Interview Time: 03:45 PM & 04:30 PM (UAE Time)
- Interviewers: Interview Panel
- Dress code: Business Formal

Kindly ensure proper internet availability and login on time.

Wishing students all the Best!

Thank you.

Microsoft Teams Need help?

Join the meeting now

Meeting ID: 386 999 290 414

Passcode: C4RC9r5E

For organisers: Meeting options

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Thanks & Regards,

Asha Dilbagh
Manager - Human Resources

M 582628515
asha.dilbagh@burjeel.com
Burjeel Medical Centers AD Region
www.burjeel.com/burjeelmedicalcentre
PO Box: 4735, Al Shamkha, Makani Mall
Abu Dhabi, United Arab Emirates

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Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Sakshi Pawar

From: Vinod Tejwani
Sent: 05 June 2025 04:15 PM
To: Sakshi Pawar; Anita Thapa
Subject: FW: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations
A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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From: Asha Dilbagh <asha.dilbagh@burjeel.com>
Sent: 28 March 2025 06:12 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>; Mohamed Nabeel <mohamed.nabeel@burjeelholdings.com>
Subject: Re: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

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Information Classification: Confidential

Information Classification: Confidential

Dear Mr. Vinod,

Thank you for sharing.

PF the final list of students who are selected. Kindly note that they must be getting the offers from my Colleague (domain @burjeelholdings.com) on their personal email mentioned on the CV by tomorrow EOD, please confirm once received.

S.NO.	College name	Candidate Name	Unit Allocation	Department	Offer
1	IIHMR Jaipur	Tabassum Khan	BH AUH	Operations	AED 4,000 + SA (500) P.M.
2	IIHMR Jaipur	Rohan George	BH AUH	Operations	AED 4,000 + SA (500) P.M.
3	IIHMR Jaipur	Mannat Varma	BH AUH	Patient Experience	AED 4,000 + SA (500) P.M.

Thank you.

Thanks & Regards,

Asha Dilbagh
Manager - Human Resources

M 582628515
asha.dilbagh@burjeel.com
Burjeel Medical Centers AD Region
www.burjeel.com/burjeelmedicalcentre/
PO Box: 4735, Al Shamkha, Makani Mall
Abu Dhabi, United Arab Emirates

Great Place To Work. Certified UAE

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: 20 March 2025 9:42 AM
To: Asha Dilbagh <asha.dilbagh@burjeel.com>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: RE: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

Information Classification: Confidential

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Information Classification: Confidential

Dear Madam,

As desired, Please find attach the documents and pendency marked in yellow. Students have shared the documents for attestation of MOFA and We will share the same as soon as we receive from the Embassy.

Tabassum Jahan Khan	Mother's name	Tahera Khatoon Abdul Hamid Khan	Embassy attestation and MOFA of UG degree are pending
	Home country contact number	91 8980567880	
Kassamkuthiyal Rohan George	Mother's name	Mary George	Embassy attestation and MOFA of UG degree are pending
	Home country contact number	- +91 7567722088, +91 9913620515, +919427061727	
Mannat Verma	Mother's name	Nisha Verma	Police clearance and MOFA of UG attestation pending
	Home country contact number	9718022222	

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations
A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

P: +91 141 3924700 (213)

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---

From: Asha Dilbagh <asha.dilbagh@burjeel.com>
Sent: 20 March 2025 09:40 AM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: Re: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Information Classification: Confidential

Information Classification: Confidential

Information Classification: Confidential

Dear Mr. Vinod,

Kindly update the status on the below.

From: Asha Dilbagh <asha.dilbagh@burjeel.com>
Sent: 07 March 2025 3:25 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: Re: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

Information Classification: Confidential

Dear Mr. Vinod,

Greetings.

While finalizing the offers of selected students, kindly prepare all the listed documents and fill out the necessary forms attached above to proceed further.

Kindly share color copy of all documents in pdf format renamed. Please don't use mobile phones or any other application to scan to avoid rejections of applications.

1. Color copy of passport size photograph(with white background) JPEG Format
2. Color copy of passport (Valid for 8 months, front & back)
3. Color copy of Visa, if inside UAE(Visit/Tourist/UAE Residence)
4. Color copy of Emirates ID, if previously worked in UAE
5. Color copy of Sponsor's passport, Visa & emirates ID
6. Updated Resume/CV
7. All educational certificates as per CV **(Highest degree to be attested by UAE Embassy + MOFA in UAE)**
   a. PHD/Master's Degree Certificate along with transcript & mark list, if applicable
   b. Bachelor's Degree Certificate along with transcript & mark list, if applicable
   c. Higher secondary Certificate
   d. School certificate
8. All experience letters as per CV
9. Salary Certificate
10. Home country contact number
11. Mother Name
12. Exit stamp in the passport if visited UAE before
13. Covid Vaccination Certificate
14. COC - Insurance Continuity Certificate, If applicable
15. Police Clearance Certificate

Do let us know in case of any queries.

Appreciate if this can be done and shared to us by **15th Mar 2025.**
Thank you.

Thanks & Regards,

Asha Dilbagh
Manager - Human Resources
M 582628515
asha.dilbagh@burjeel.com
Burjeel Medical Centers AD Region
www.burjeel.com/burjeelmedicalcentre/
PO Box: 4735, Al Shamkha, Makani Mall
Abu Dhabi, United Arab Emirates

From: Asha Dilbagh <asha.dilbagh@burjeel.com>
Sent: 06 March 2025 9:02 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: Re: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

Dear Mr. Vinod,

Please share us the attested documents meanwhile. Appreciate if this can be done by 15th Mar 2025.
Thank you.

Thanks & Regards,

Asha Dilbagh
Manager - Human Resources
M 582628515
asha.dilbagh@burjeel.com
Burjeel Medical Centers AD Region
www.burjeel.com/burjeelmedicalcentre/
PO Box: 4735, Al Shamkha, Makani Mall
Abu Dhabi, United Arab Emirates

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: 06 March 2025 10:02 AM
To: Asha Dilbagh <asha.dilbagh@burjeel.com>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: RE: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

Information Classification: Confidential

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Information Classification: Confidential

Dear Madam,

At the outset let me thank you and team Burjeel Holdings for selecting below mentioned 3 candidates.

We are sure that all the 3 candidates will be at par with their performance and will add on to the growth of your esteemed organsiation.

We will inform all the 3 candidates accordingly.

Thanks a lot.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations
A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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---

From: Asha Dilbagh <asha.dilbagh@burjeel.com>
Sent: 06 March 2025 01:36 AM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: Re: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

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Information Classification: Confidential

Information Classification: Confidential

Dear Mr. Vinod,

As discussed, pf the list of students selected below;

College name	Course	Candidate Name	Unit Allocation	Department	Selected - Yes/ No
IIHMR Jaipur	HHM	Tabassum Khan	BH AUH	Operations	Selected
IIHMR Jaipur	HHM	Rohan George	BH AUH	Operations	Selected
IIHMR Jaipur	HHM	Mannat Varma	BH AUH	Patient Experience	Selected

NOTE: Please note that we would also be arranging a meeting with our CHRO. We'll get back to you soon on the same and offer letters.

Thanks & Regards,

Asha Dilbagh
Manager - Human Resources
M 582628515
asha.dilbagh@burjeel.com
Burjeel Medical Centers AD Region
www.burjeel.com/burjeelmedicalcentre/
PO Box: 4735, Al Shamkha, Makani Mall
Abu Dhabi, United Arab Emirates

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: 17 February 2025 1:09 PM
To: Asha Dilbagh <asha.dilbagh@burjeel.com>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: Re: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

Information Classification: Confidential

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Dear Madam,

Noted with thanks.

Regards,

Vinod

Sent from Outlook for Android

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

From: Asha Dilbagh <asha.dilbagh@burjeel.com>
Sent: Monday, February 17, 2025 9:50:00 AM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: Re: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

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Information Classification: Confidential

Information Classification: Confidential

Dear Mr. Vinod,

PF the list of final selected students and updates as below;

College name	Course	Candidate Name	Selected - Yes/ No
IIHMR Jaipur	HHM	Tabassum Khan	Selected
IIHMR Jaipur	HHM	Rohan George	Selected
IIHMR Jaipur	HHM	Mannat Varma	Will confirm by today EOD

Thank you.

Thanks & Regards,

Asha Dilbagh
Manager - Human Resources

M 582628515
asha.dilbagh@burjeel.com
Burjeel Medical Centers AD Region
www.burjeel.com/burjeelmedicalcentre/
PO Box: 4735, Al Shamkha, Makani Mall
Abu Dhabi, United Arab Emirates

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: 10 February 2025 2:07 PM
To: Asha Dilbagh <asha.dilbagh@burjeel.com>; Sandhya Sethuraman <sandhya.sethuraman@burjeel.com>; Sidra Ashraf <sidra.ashraf@burjeel.com>
Cc: Waleed Tawfik <waleed.tawfik@burjeel.com>; Fidora Fernandes <fidora.fernandes@burjeeldaysurgery.com>; Shoukath av <shouku.av@burjeel.com>; Operation Secretary <operationsecretary@burjeel.com>
Subject: RE: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

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Noted Madam.

We have informed the students, and they will be ready as per the schedule.

Thanks a lot

With Regards,

Vinod Tejwani

Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,

Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987

P: +91 141 3924700 (213)

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-----Original Appointment-----
From: Asha Dilbagh <asha.dilbagh@burjeel.com>
Sent: 10 February 2025 01:55 PM
To: Sandhya Sethuraman; Sidra Ashraf; Vinod Tejwani
Cc: Waleed Tawfik; Fidora Fernandes; Shoukath av; Operation Secretary
Subject: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur
When: 11 February 2025 03:45 PM-04:30 PM (UTC+04:00) Abu Dhabi, Muscat.
Where: Teams Meeting

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mr. Vinod,

Greetings from Burjeel holdings!

Hope this email finds you well.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

As discussed with you, Kindly note that the below students have been shortlisted for the second round of interview.

1. Ms. Tabassum Khan/ 03:45 PM
2. Mr. Rohan George/ 04:00 PM
3. Ms. Mannat Varma/ 04:15 PM

Please find the interview schedule as below:

- Interview Date: 11th February 2025 (Tuesday)
- Interview Time: 03:45 PM & 04:30 PM (UAE Time)
- Interviewers: Interview Panel
- Dress code: Business Formal

Kindly ensure proper internet availability and login on time.

Wishing students all the Best!

Thank you.

Microsoft Teams Need help?

Join the meeting now

Meeting ID: 386 999 290 414

Passcode: C4RC9r5E

For organisers: Meeting options

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Thanks & Regards,

Asha Dilbagh
Manager - Human Resources

M 582628515
asha.dilbagh@burjeel.com
Burjeel Medical Centers AD Region
www.burjeel.com/burjeelmedicalcentre
PO Box: 4735, Al Shamkha, Makani Mall
Abu Dhabi, United Arab Emirates

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Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Sakshi Pawar

From: Vinod Tejwani
Sent: 05 June 2025 04:15 PM
To: Sakshi Pawar; Anita Thapa
Subject: FW: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations
A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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From: Asha Dilbagh <asha.dilbagh@burjeel.com>
Sent: 28 March 2025 06:12 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>; Mohamed Nabeel <mohamed.nabeel@burjeelholdings.com>
Subject: Re: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

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Dear Mr. Vinod,

Thank you for sharing.

PF the final list of students who are selected. Kindly note that they must be getting the offers from my Colleague (domain @burjeelholdings.com) on their personal email mentioned on the CV by tomorrow EOD, please confirm once received.

S.NO.	College name	Candidate Name	Unit Allocation	Department	Offer
1	IIHMR Jaipur	Tabassum Khan	BH AUH	Operations	AED 4,000 + SA (500) P.M.
2	IIHMR Jaipur	Rohan George	BH AUH	Operations	AED 4,000 + SA (500) P.M.
3	IIHMR Jaipur	Mannat Varma	BH AUH	Patient Experience	AED 4,000 + SA (500) P.M.

Thank you.

Thanks & Regards,

Asha Dilbagh
Manager - Human Resources

M 582628515
asha.dilbagh@burjeel.com
Burjeel Medical Centers AD Region
www.burjeel.com/burjeelmedicalcentre/
PO Box: 4735, Al Shamkha, Makani Mall
Abu Dhabi, United Arab Emirates

Great Place To Work. Certified UAE

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: 20 March 2025 9:42 AM
To: Asha Dilbagh <asha.dilbagh@burjeel.com>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: RE: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

This email originated from outside of Burjeel Holdings. Do not click any links or open attachments unless you recognize the sender and know the content is safe.

Information Classification: Confidential

Dear Madam,

As desired, Please find attach the documents and pendency marked in yellow. Students have shared the documents for attestation of MOFA and We will share the same as soon as we receive from the Embassy.

Tabassum Jahan Khan	Mother's name	Tahera Khatoon Abdul Hamid Khan	Embassy attestation and MOFA of UG degree are pending
	Home country contact number	91 8980567880	
Kassamkuthiyal Rohan George	Mother's name	Mary George	Embassy attestation and MOFA of UG degree are pending
	Home country contact number	- +91 7567722088, +91 9913620515, +919427061727	
Mannat Verma	Mother's name	Nisha Verma	Police clearance and MOFA of UG attestation pending
	Home country contact number	9718022222	

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations
A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

P: +91 141 3924700 (213)

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---

From: Asha Dilbagh <asha.dilbagh@burjeel.com>
Sent: 20 March 2025 09:40 AM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: Re: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

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Information Classification: Confidential

Information Classification: Confidential

Information Classification: Confidential

Dear Mr. Vinod,

Kindly update the status on the below.

From: Asha Dilbagh <asha.dilbagh@burjeel.com>
Sent: 07 March 2025 3:25 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: Re: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

Information Classification: Confidential

Dear Mr. Vinod,

Greetings.

While finalizing the offers of selected students, kindly prepare all the listed documents and fill out the necessary forms attached above to proceed further.

Kindly share color copy of all documents in pdf format renamed. Please don't use mobile phones or any other application to scan to avoid rejections of applications.

1. Color copy of passport size photograph(with white background) JPEG Format
2. Color copy of passport (Valid for 8 months, front & back)
3. Color copy of Visa, if inside UAE(Visit/Tourist/UAE Residence)
4. Color copy of Emirates ID, if previously worked in UAE
5. Color copy of Sponsor's passport, Visa & emirates ID
6. Updated Resume/CV
7. All educational certificates as per CV **(Highest degree to be attested by UAE Embassy + MOFA in UAE)**
   a. PHD/Master's Degree Certificate along with transcript & mark list, if applicable
   b. Bachelor's Degree Certificate along with transcript & mark list, if applicable
   c. Higher secondary Certificate
   d. School certificate
8. All experience letters as per CV
9. Salary Certificate
10. Home country contact number
11. Mother Name
12. Exit stamp in the passport if visited UAE before
13. Covid Vaccination Certificate
14. COC - Insurance Continuity Certificate, If applicable
15. Police Clearance Certificate

Do let us know in case of any queries.

Appreciate if this can be done and shared to us by **15th Mar 2025.**
Thank you.

Thanks & Regards,

Asha Dilbagh
Manager - Human Resources
M 582628515
asha.dilbagh@burjeel.com
Burjeel Medical Centers AD Region
www.burjeel.com/burjeelmedicalcentre/
PO Box: 4735, Al Shamkha, Makani Mall
Abu Dhabi, United Arab Emirates

From: Asha Dilbagh <asha.dilbagh@burjeel.com>
Sent: 06 March 2025 9:02 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: Re: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

Dear Mr. Vinod,

Please share us the attested documents meanwhile. Appreciate if this can be done by 15th Mar 2025.
Thank you.

Thanks & Regards,

Asha Dilbagh
Manager - Human Resources
M 582628515
asha.dilbagh@burjeel.com
Burjeel Medical Centers AD Region
www.burjeel.com/burjeelmedicalcentre/
PO Box: 4735, Al Shamkha, Makani Mall
Abu Dhabi, United Arab Emirates

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: 06 March 2025 10:02 AM
To: Asha Dilbagh <asha.dilbagh@burjeel.com>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: RE: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

Information Classification: Confidential

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Information Classification: Confidential

Dear Madam,

At the outset let me thank you and team Burjeel Holdings for selecting below mentioned 3 candidates.

We are sure that all the 3 candidates will be at par with their performance and will add on to the growth of your esteemed organsiation.

We will inform all the 3 candidates accordingly.

Thanks a lot.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations
A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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---

From: Asha Dilbagh <asha.dilbagh@burjeel.com>
Sent: 06 March 2025 01:36 AM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: Re: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

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Dear Mr. Vinod,

As discussed, pf the list of students selected below;

College name	Course	Candidate Name	Unit Allocation	Department	Selected - Yes/ No
IIHMR Jaipur	HHM	Tabassum Khan	BH AUH	Operations	Selected
IIHMR Jaipur	HHM	Rohan George	BH AUH	Operations	Selected
IIHMR Jaipur	HHM	Mannat Varma	BH AUH	Patient Experience	Selected

NOTE: Please note that we would also be arranging a meeting with our CHRO. We'll get back to you soon on the same and offer letters.

Thanks & Regards,

Asha Dilbagh
Manager - Human Resources
M 582628515
asha.dilbagh@burjeel.com
Burjeel Medical Centers AD Region
www.burjeel.com/burjeelmedicalcentre/
PO Box: 4735, Al Shamkha, Makani Mall
Abu Dhabi, United Arab Emirates

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: 17 February 2025 1:09 PM
To: Asha Dilbagh <asha.dilbagh@burjeel.com>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: Re: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

Information Classification: Confidential

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Dear Madam,

Noted with thanks.

Regards,

Vinod

Sent from Outlook for Android

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

From: Asha Dilbagh <asha.dilbagh@burjeel.com>
Sent: Monday, February 17, 2025 9:50:00 AM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Sanjai Kumar <sanjai@burjeelholdings.com>
Subject: Re: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

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Information Classification: Confidential

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Dear Mr. Vinod,

PF the list of final selected students and updates as below;

College name	Course	Candidate Name	Selected - Yes/ No
IIHMR Jaipur	HHM	Tabassum Khan	Selected
IIHMR Jaipur	HHM	Rohan George	Selected
IIHMR Jaipur	HHM	Mannat Varma	Will confirm by today EOD

Thank you.

Thanks & Regards,

Asha Dilbagh
Manager - Human Resources

M 582628515
asha.dilbagh@burjeel.com
Burjeel Medical Centers AD Region
www.burjeel.com/burjeelmedicalcentre/
PO Box: 4735, Al Shamkha, Makani Mall
Abu Dhabi, United Arab Emirates

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: 10 February 2025 2:07 PM
To: Asha Dilbagh <asha.dilbagh@burjeel.com>; Sandhya Sethuraman <sandhya.sethuraman@burjeel.com>; Sidra Ashraf <sidra.ashraf@burjeel.com>
Cc: Waleed Tawfik <waleed.tawfik@burjeel.com>; Fidora Fernandes <fidora.fernandes@burjeeldaysurgery.com>; Shoukath av <shouku.av@burjeel.com>; Operation Secretary <operationsecretary@burjeel.com>
Subject: RE: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur

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Noted Madam.

We have informed the students, and they will be ready as per the schedule.

Thanks a lot

With Regards,

Vinod Tejwani

Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,

Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987

P: +91 141 3924700 (213)

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-----Original Appointment-----
From: Asha Dilbagh <asha.dilbagh@burjeel.com>
Sent: 10 February 2025 01:55 PM
To: Sandhya Sethuraman; Sidra Ashraf; Vinod Tejwani
Cc: Waleed Tawfik; Fidora Fernandes; Shoukath av; Operation Secretary
Subject: Meeting: Ms. Tabassum/ Mr. Rohan & Ms. Mannar/ IIHMR Jaipur
When: 11 February 2025 03:45 PM-04:30 PM (UTC+04:00) Abu Dhabi, Muscat.
Where: Teams Meeting

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Dear Mr. Vinod,

Greetings from Burjeel holdings!

Hope this email finds you well.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

As discussed with you, Kindly note that the below students have been shortlisted for the second round of interview.

1. Ms. Tabassum Khan/ 03:45 PM
2. Mr. Rohan George/ 04:00 PM
3. Ms. Mannat Varma/ 04:15 PM

Please find the interview schedule as below:

- Interview Date: 11th February 2025 (Tuesday)
- Interview Time: 03:45 PM & 04:30 PM (UAE Time)
- Interviewers: Interview Panel
- Dress code: Business Formal

Kindly ensure proper internet availability and login on time.

Wishing students all the Best!

Thank you.

Microsoft Teams Need help?

Join the meeting now

Meeting ID: 386 999 290 414

Passcode: C4RC9r5E

For organisers: Meeting options

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Thanks & Regards,

Asha Dilbagh
Manager - Human Resources

M 582628515
asha.dilbagh@burjeel.com
Burjeel Medical Centers AD Region
www.burjeel.com/burjeelmedicalcentre
PO Box: 4735, Al Shamkha, Makani Mall
Abu Dhabi, United Arab Emirates

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Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Dear Dr. Pranjal Kaundal,

Subject: **Offer of Employment for Management Trainee Position**

We are pleased to inform you that after careful consideration, we have selected you for the position of **Management Trainee** at **SMEC Group,** reporting to all Vice CEO SMEC Group beginning on **Jul 5th, 2025**. We are confident that your skills and enthusiasm will be a great addition to our team.

Position and Responsibilities:

As a **Management Trainee**, you will be part of a comprehensive training program designed to expose you to various aspects of our business operations. Your role will include:

- Learning and gaining hands-on experience in different departments in SMEC Group.
- Contributing to projects and initiatives led by senior management.
- Participating in regular performance reviews and feedback sessions.
- Taking on increasing responsibilities as you progress through the program.
- Present your report based on assignment given by management bi-weekly, monthly and at the end of training.

Compensation and Benefits:

- **Basic Salary:** IDR 10.000.000,- per month, paid monthly
- **Meal Allowance:** IDR 3.000.000,- per month, paid monthly
- **Accomodation Allowance:** IDR 5.000.000,- per month, paid monthly
- **Transportation Allowance:** IDR 7.000.000,- per month, paid monthly

Full Compensation: **IDR 25.000.000** per Month (Around **131.000 Rupees** per Month)

for
Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Probation Period:

Your probationary period will be 6 months from your start date, after which your performance will be reviewed, and your continued employment and placement will be confirmed based on the evaluation.

Working Hours:

The regular working hours for this role will be from 08.00 am to 04.00 pm (Monday to Friday) and from 08.00 am to 01.30 pm (Saturday)

Terms and Conditions:

Please review the enclosed employment policies that provide more details regarding your employment terms.

To accept this offer, kindly sign the enclosed acceptance letter and return it by **(acceptance deadline)**. We are excited to have you join our team and look forward to your contributions. Should you have any questions or require additional information, feel free to reach out to (Contact Name) at (Contact Phone Number) or (Contact Email).

We look forward to welcoming you to **SMEC Group!**

Sincerely,

Alfarisi
Chief Information Officer
alfarisi@smec-group.com
+628118523000

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Acknowledgment and Acceptance:

I, **Dr. Pranjal Kaundal** hereby accept the offer of employment for the position of Management Trainee with **SMEC Group** under the terms and conditions outlined in this letter.

Signature:_____
Date: _____

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

FLORES Hospital
Caring for you... Always

NABH

Offer Letter

Ref : 2024-25/HR/Emp. Record/ 34

Date: -17.12.2024

Mr. Nitish Gupta
C/2/55 ashirwad colony vaishali sector 2 Ghaziabad
Mob: 9315583738

Sub: - Offer letter

This has reference to the various discussions you had with us. We are pleased to make a provisional offer of appointment as "**Quality Manager**." for **FLORES HOSPITAL**on mutualterms and condition as agreed upon.

Your joining date is confirmed at 6 Jan 2025 as per the following terms and conditions

- You are entitled to CTC of Rs.1800000.00 per annum.
- You agree to comply with Terms and Conditions of Appointment
- You agree to submit with us a signed copy of mark sheet, Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications

Please send us an acknowledgement of this offer confirming your joining .We look forward to a mutually rewarding professional relationship with you

We look forward to a mutually rewarding relationship.

Yours faithfully

Flores Hospital, Ghaziabad
(A unit of Mridula Healthcare Pvt Ltd)

FLORES HOSPITAL A Unit of Mridula Health Care Pvt Ltd. Reg. No. GZB/03833

Authorized signatory

accepted& agreed

Sign: Gupta

Name: Nitish

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

IIHMR UNIVERSITY JAIPUR

SELF-DECLARATION OF SELF-EMPLOYMENT / FAMILY BUSINESS

To Whom It May Concern

I, **Dr. Toshniwal Sakshi Sunil**, D/o **Mr. Sunil Toshniwal**, residing at **Sarasvati Hospital Doctor Lane Gangakhed Tq. Gangakhed Dist. Parbhani Parbhani Maharashtra**, do hereby solemnly declare as under:

1. That I have **passed out from IIHMR University in the academic year 2024–25**, having successfully completed the **programme MBA (HHM)**
2. That I am **self-employed / engaged in a family business**, actively involved in the management and operation of the business.
3. That the details of my self-employment / family business are as follows:

   a. Name of Business: Mercy Hospital of Folsom

   b. Nature/Type of Business: Hospital

   c. Business Address: Folsom, California, United States

That my **current annual income is ₹1800000/- (Rupees Eighteen Lakh Only).**

That this declaration is made for the purpose of **official record.**

I hereby declare that the information stated above is true and correct to the best of my knowledge and belief. I understand that any false statement may render me liable for legal action as per applicable rules and regulations.

Date: 19-05-2025

Signature

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

IIHMR UNIVERSITY JAIPUR

SELF-DECLARATION OF SELF-EMPLOYMENT / FAMILY BUSINESS

To Whom It May Concern

I, **Dr. Tisha Tanwar**, D/o **Mr. Dharmendra Singh Tanwar**, residing at **House No-1732, Huda, Sec 17 Huda,Jagadhari Yamunanagar Haryana**, do hereby solemnly declare as under:

1. That I have **passed out from IIHMR University in the academic year 2024–25**, having successfully completed the **programme MBA (HHM)**
2. That I am **self-employed / engaged in a family business**, actively involved in the management and operation of the business.
3. That the details of my self-employment / family business are as follows:

   a. Name of Business: Gaba Hospital

   b. Nature/Type of Business: Hospital

   c. Business Address: Yamuna Nagar, Jagadhri, Haryana 135001

That my **current annual income is ₹2000000/- (Rupees Twenty Lakh Only).**

That this declaration is made for the purpose of **official record.**

I hereby declare that the information stated above is true and correct to the best of my knowledge and belief. I understand that any false statement may render me liable for legal action as per applicable rules and regulations.

Date: 07-02-2025

Signature

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

N Satheeshkanna

From: Vinod Tejwani
Sent: 14 November 2024 09:20 PM
To: Anita Thapa; N Satheeshkanna
Subject: Fw: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Sent from Outlook for Android

From: Vinod Tejwani
Sent: Thursday, November 14, 2024 8:54:59 PM
To: Monisha Gossain <monisha@nairobiwesthospital.com>
Cc: clinics@nairobiwesthospital.com <clinics@nairobiwesthospital.com>; sanjay.poddar@nairobiwesthospital.com <sanjay.poddar@nairobiwesthospital.com>; Ashish Raman <ashish.raman@nairobiwesthospital.com>; Dr.Peter Okwatsa <pokwatsa@nairobiwesthospital.com>; Tina Saini <tina@nairobiwesthospital.com>; Stanley Mutungi <mutungi@nairobiwesthospital.com>; Umesh Sharma <umesh.sharma@nairobiwesthospital.com>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Monisha,

Thank you for your support.

We will inform all six selected candidates, and their names will be placed in the "Placed" category with **The Nairobi West Hospital**. I am sure that they will be at par with their performance and will definitely add value to your esteemed organisation.

As part of the placement policy, please note that these candidates will no longer be eligible for participation in any further campus recruitment processes scheduled through the university.

With Regards,

IIHMR UNIVERSITY

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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From: Monisha Gossain <monisha@nairobiwesthospital.com>
Sent: 14 November 2024 08:33 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: clinics@nairobiwesthospital.com; sanjay.poddar@nairobiwesthospital.com; Ashish Raman <ashish.raman@nairobiwesthospital.com>; Dr.Peter Okwatsa <pokwatsa@nairobiwesthospital.com>; Tina Saini <tina@nairobiwesthospital.com>; Stanley Mutungi <mutungi@nairobiwesthospital.com>; Umesh Sharma

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

<umesh.sharma@nairobiwesthospital.com>
Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mr. Tejwani

It was a pleasure connecting with you today.

Many thanks for confirming that starting 11th MArch, 2024 the students are available for full time roles with TNWH ; wherein they can be onboarded as Management Trainees and carry on with ther Dissertation Project; post which THE FiNAL YEAR VIVA can be conducted online / offline by the University.

We shall come back to you on finer details for the same shortly.

As discussed; as of now we have selected the following candidates :

1. **Mr. Konatham Gowatham Kumar**
2. **Dr. Sana Shamoil**
3. **Mr. Krutik N Rawal**
4. **Dr. Purva Gulrandhe**
5. **Dr. Kalva Dharani**
6. **Ms Arunima Tah**

Request you to kindly update the candidates accordingly. We shall proceed to share the next steps at the earliest.

We shall further keep you posted in case there is a further shortlist from the interviewed candidates.

Best Regards,
Monisha
Human Resources
The Nairobi West Hospital.
monisha@nairobiwesthospital.com
Mobile : +254-700035540| Office : 0730 600 000

On Mon, Nov 11, 2024 at 4:55 PM Vinod Tejwani <vinodtejwani@iihmr.edu.in> wrote:

Dear Ms. Monisha,

At the outset let me thank you and team The Nairobi West Hospital for the opportunity.

It was our pleasure to welcome Leadership team TNWH Dr. Mina Saini , Dr. Rakesh Saini and Mr. Sanjay Poddar to IIHMR University Campus for recruitment. Also, I am grateful to all the Panel members who joined online for the placement drive including Dr. Tina Saini and Hon'ble Dr. U. C. Mina Sir .

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

As discussed, request you to share the list of selected candidates so that we can mark them in Placed category, and we can take their name out of other placement/ recruitment drives of organisations visiting IIHMR University.

Thanks a lot.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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From: Vinod Tejwani
Sent: 09 November 2024 01:26 PM
To: Monisha Gossain <monisha@nairobiwesthospital.com>
Cc: clinics@nairobiwesthospital.com; sanjay.poddar@nairobiwesthospital.com; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>; Ashish Raman <ashish.raman@nairobiwesthospital.com>; Dr.Peter Okwatsa <pokwatsa@nairobiwesthospital.com>; Tina Saini <tina@nairobiwesthospital.com>; Stanley Mutungi <mutungi@nairobiwesthospital.com>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Madam,

Please find attach the resumes of 2 addition interested candidates.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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---

From: Vinod Tejwani
Sent: 08 November 2024 05:54 PM
To: Monisha Gossain <monisha@nairobiwesthospital.com>
Cc: clinics@nairobiwesthospital.com; sanjay.poddar@nairobiwesthospital.com; N Satheeshkanna satheeshkanna@iihmr.edu.in; Anita Thapa anitathapa@iihmr.edu.in; Ashish Raman ashish.raman@nairobiwesthospital.com; Dr.Peter Okwatsa pokwatsa@nairobiwesthospital.com; Tina Saini tina@nairobiwesthospital.com; Stanley Mutungi mutungi@nairobiwesthospital.com
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Noted Madam

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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Sent: 08 November 2024 05:13 PM
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Cc: clinics@nairobiwesthospital.com; sanjay.poddar@nairobiwesthospital.com; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>; Ashish Raman <ashish.raman@nairobiwesthospital.com>; Dr.Peter Okwatsa <pokwatsa@nairobiwesthospital.com>; Tina Saini <tina@nairobiwesthospital.com>; Stanley Mutungi <mutungi@nairobiwesthospital.com>
Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

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Dear Mr. Tejwani

As confirmed we shall have the following representatives visiting the IIHMR Campus :

1. Dr. Mina Saini : Chief Medical Advisor /Board
2. Mr. Sanjay Poddar : FInancial Advisor

Additionally, we shall also have an online panel as follows:

Ms Tina Saini : Chief Commercial Advisor / Board
Mr. Stanely Mutungi : Chief Hospital Administrator
Mr. Ashish Raman : COO
Dr. Peter Okwatsa : Medical Administrator
Ms Monisha Gossain : HR

The flow of events will be as follows:

1. Time of Commencement : 11 am IST
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3. Process of Interview:
- **Group Discussions: Durational Interview with Onsite and Offsite Panel**
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Registrar
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Prabhu Dayal Marg, Near
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The list of students has been segregated in batches- kindly ref the attached file
Also enclosed is our company presentation for your reference.

Many thanks for your support

Best Regards,
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Human Resources
The Nairobi West Hospital.
monisha@nairobiwesthospital.com
Mobile : +254-700035540| Office : 0730 600 000

On Thu, Nov 7, 2024 at 8:52 AM Vinod Tejwani <vinodtejwani@iihmr.edu.in> wrote:

Dear Ms. Asha,

Greetings from IIHMR University Jaipur!

As discussed, please find attached the Excel sheet and resumes of 37 interested candidates from MBA-Hospital and Health Management , MBA- Pharmaceutical Management.

We welcome Leadership team of **The Nairobi West Hospital** to **IIHMR University Jaipur** for campus recruitment 2025 passing out batch on 09th November 2024.

Please do let us know the time schedule and interview process and requirements to be followed for 09th November 2024 so that we can inform the students accordingly.

With Regards,

IIHMR UNIVERSITY

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: 04 November 2024 16:05
To: Monisha Gossain <monisha@nairobiwesthospital.com>; Anita Thapa <anitathapa@iihmr.edu.in>
Cc: Dr.Mina Saini <clinics@nairobiwesthospital.com>; Sanjay Poddar <sanjay.poddar@nairobiwesthospital.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Monisha,

Thanks a lot for sharing the JD and details.

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

@Anita Thapa Please share it with students for nominations.

Regards,

Vinod

From: Monisha Gossain <monisha@nairobiwesthospital.com>
Sent: 04 November 2024 03:28 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Dr.Mina Saini <clinics@nairobiwesthospital.com>; Sanjay Poddar <sanjay.poddar@nairobiwesthospital.com>
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Dear Mr. Tejwani

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1. Astt Manager / Manager - Centre Operations (No. of Positions - 2)
2. Astt Manager - Pharmacy Operations (No. of Position - 1)
3. Business Analyst : Reporting to Director (No of Position - 1)

Broadly the approx compensation package for the role post a confirmation of 1 year contract will be as follows:

TOTAL MONTHLY COST TO COMPANY		
	USD	KSH
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TOTAL	2629	349627

Would also like to bring to your notice that salary is paid in Kenya Shillings and none of the benefits is encashable

ADDITIONAL BENEFITS:

- **Entitlement to return tickets from Nairobi -India once every two years (Eligibility for the same post successful completion of 1 year of service; ticket can be availed in the second year)**
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Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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Best Regards,
Monisha
Human Resources
The Nairobi West Hospital.
monisha@nairobiwesthospital.com
Mobile : +254-700035540| Office : 0730 600 000

On Sat, Nov 2, 2024 at 3:07 PM Monisha Gossain <monisha@nairobiwesthospital.com> wrote:

Dear Mr. Tejwani

I hope this mail finds you well

Further to our discussion wrt campus recruitment at IIHMR; would like to inform that our Director/ Medical Advisor - Dr. Mina Saini shall be visiting the campus on 9th October'2024; Saturday

We shall be sharing the detailed JDs max by Monday (4th Nov).

Best Regards,
Monisha
Human Resources
The Nairobi West Hospital.
monisha@nairobiwesthospital.com
Mobile : +254-700035540| Office : 0730 600 000

On Wed, Sep 11, 2024 at 5:30 PM Vinod Tejwani <vinodtejwani@iihmr.edu.in> wrote:

Dear Ms. Monisha Gossain,

Greetings from IIHMR University Jaipur!

At the outset let me thank you and your esteemed organisation for your always support.

On behalf of **IIHMR University, Jaipur,** I am pleased to extend a cordial invitation to you and your esteemed organization to visit our campus for the recruitment of the **MBA Batch 2023-25**.

At IIHMR University Jaipur, we offer specialized MBA programs in:

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

- **Hospital and Health Management**
- **Pharmaceutical Management**
- **Development Management**
- **Health Analytics (1st Year)**

Our university is dedicated to nurturing professionals who embody excellence, compassion, and a commitment to society. We focus on shaping young minds with the vision to empower themselves and others, providing them with a strong foundation in both theoretical and practical knowledge.

Enclosed with this email is a copy of the **Batch Demography, Course Details** for your kind consideration.

To facilitate the process, we kindly request you to share the below required details for the Final Placements, including:

• **Job Description**	
• **Job Location**	
• **Eligible Streams**	
• **Total Vacancies**	
• **CTC Offered**	
• **Selection Process**	
• **Campus Recruitment Date**	

We look forward to the possibility of strengthening our relationship with your esteemed organization and hosting you during our Placement season this year. We are excited about the opportunity to form a lasting association through our Campus Recruitment Program (2023-25 batch).

Please feel free to reach out if you need any further information or assistance. I will be happy to assist you.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

THE NAIROBI WEST
HOSPITAL

HRM/REC-038/001/03/2025

6th March 2025
Arunima Tah
+918777753316
Email address: Arunima.hm28@iihmr.in

Dear Ms. Arunima,

RE: OFFER LETTER FOR THE POSITION OF A MANAGEMENT TRAINEE/ DISSERTATION PROJECT INTERN AT THE NAIROBI WEST HOSPITAL

The subject matter refers.

We are writing to inform you that you have been selected for the subject position.

Position: Management Trainee / Dissertation Project Intern

Duration: Three (3) Months with effect 15th March 2025

Date of Joining: 15th March 2025

Reporting to: Head of Department

Compensation: As per schedule 1 (attached).

Kindly note that more details about your engagement will be stipulated in the contract which agreement will be signed between you and the hospital after you accept this offer.

This offer is valid up to 9th March 2025 and your response should reach the undersigned on or before 9th March 2025.

We take this opportunity to congratulate you for the appointment and look forward to hearing from you.

Yours Sincerely,

FOR: THE NAIROBI WEST HOSPITAL LTD

NAIROBI WEST HOSPITAL LTD. HUMAN RESOURCE DEPARTMENT

Monisha Gossain

MONISHA GOSSAIN
HUMAN RESOURCE MANAGER

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Acknowledgement:

I ARUNIMA TAH have read and understood. I agree/disagree with this letter and its content.

Signature: Arunima Tah Date: 10.03.2025 Time: 9:30pm.

Gandhi Avenue, Nairobi west | P.O Box 43375 - 00100, Nairobi | Email: enquiry@nairobiwesthospital.com
Call Centre: +254 730 600 000 Mobile: +254 722 200 944 / +254 734 200 944

THE NAIROBI WEST HOSPITAL

SCHEDULE I
Arunima Tah
REMUNERATION

You will be paid a gross salary of **Kshs. 82,666** (Eighty-Two Thousand Six Hundred and Sixty-Six). The gross will be subject to statutory deductions i.e. PAYE, NSSF, SHIF and any other as maybe permitted by the law. The salary will be paid at the end of each month.

- Breakdown for the above Gross Remuneration of **Kshs 82,666** is inclusive of risk allowance of **Kshs. 300**

	Amount in Kshs	Amount in Kshs
Gross Pay		**82,666.00**
Less statutory deduction		
1. PAYE	14,834.00	
2. NSSF	4,320.00	
3. SHIF	2,273.00	
4. Housing Levy	1,240.00	
5. Any other deduction as may be permitted by the law		
NET in Hand		**60,000.00**

THE NAIROBI WEST HOSPITAL LTD. HUMAN RESOURCE DEPARTMENT

Acknowledgement:

I ARUNIMA TAH have read and understood. I agree/disagree with this letter and its content.

Signature: Arunima Tah Date: 10.03.2025 Time: 9:30 pm

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Gandhi Avenue, Nairobi west | P.O Box 43375 - 00100, Nairobi | Email: enquiry@nairobiwesthospital.com
Call Centre: + 254 730 600 000 Mobile: +254 722 200 944 / +254 734 200 944

N Satheeshkanna

From: Vinod Tejwani
Sent: 14 November 2024 09:20 PM
To: Anita Thapa; N Satheeshkanna
Subject: Fw: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Sent from Outlook for Android

From: Vinod Tejwani
Sent: Thursday, November 14, 2024 8:54:59 PM
To: Monisha Gossain <monisha@nairobiwesthospital.com>
Cc: clinics@nairobiwesthospital.com <clinics@nairobiwesthospital.com>; sanjay.poddar@nairobiwesthospital.com <sanjay.poddar@nairobiwesthospital.com>; Ashish Raman <ashish.raman@nairobiwesthospital.com>; Dr.Peter Okwatsa <pokwatsa@nairobiwesthospital.com>; Tina Saini <tina@nairobiwesthospital.com>; Stanley Mutungi <mutungi@nairobiwesthospital.com>; Umesh Sharma <umesh.sharma@nairobiwesthospital.com>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Monisha,

Thank you for your support.

We will inform all six selected candidates, and their names will be placed in the "Placed" category with **The Nairobi West Hospital**. I am sure that they will be at par with their performance and will definitely add value to your esteemed organisation.

As part of the placement policy, please note that these candidates will no longer be eligible for participation in any further campus recruitment processes scheduled through the university.

With Regards,

IIHMR UNIVERSITY

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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From: Monisha Gossain <monisha@nairobiwesthospital.com>
Sent: 14 November 2024 08:33 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: clinics@nairobiwesthospital.com; sanjay.poddar@nairobiwesthospital.com; Ashish Raman <ashish.raman@nairobiwesthospital.com>; Dr.Peter Okwatsa <pokwatsa@nairobiwesthospital.com>; Tina Saini <tina@nairobiwesthospital.com>; Stanley Mutungi <mutungi@nairobiwesthospital.com>; Umesh Sharma

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

<umesh.sharma@nairobiwesthospital.com>
Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

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Dear Mr. Tejwani

It was a pleasure connecting with you today.

Many thanks for confirming that starting 11th MArch, 2024 the students are available for full time roles with TNWH ; wherein they can be onboarded as Management Trainees and carry on with ther Dissertation Project; post which THE FiNAL YEAR VIVA can be conducted online / offline by the University.

We shall come back to you on finer details for the same shortly.

As discussed; as of now we have selected the following candidates :

1. **Mr. Konatham Gowatham Kumar**
2. **Dr. Sana Shamoil**
3. **Mr. Krutik N Rawal**
4. **Dr. Purva Gulrandhe**
5. **Dr. Kalva Dharani**
6. **Ms Arunima Tah**

Request you to kindly update the candidates accordingly. We shall proceed to share the next steps at the earliest.

We shall further keep you posted in case there is a further shortlist from the interviewed candidates.

Best Regards,
Monisha
Human Resources
The Nairobi West Hospital.
monisha@nairobiwesthospital.com
Mobile : +254-700035540| Office : 0730 600 000

On Mon, Nov 11, 2024 at 4:55 PM Vinod Tejwani <vinodtejwani@iihmr.edu.in> wrote:

Dear Ms. Monisha,

At the outset let me thank you and team The Nairobi West Hospital for the opportunity.

It was our pleasure to welcome Leadership team TNWH Dr. Mina Saini , Dr. Rakesh Saini and Mr. Sanjay Poddar to IIHMR University Campus for recruitment. Also, I am grateful to all the Panel members who joined online for the placement drive including Dr. Tina Saini and Hon'ble Dr. U. C. Mina Sir .

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

As discussed, request you to share the list of selected candidates so that we can mark them in Placed category, and we can take their name out of other placement/ recruitment drives of organisations visiting IIHMR University.

Thanks a lot.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

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From: Vinod Tejwani
Sent: 09 November 2024 01:26 PM
To: Monisha Gossain <monisha@nairobiwesthospital.com>
Cc: clinics@nairobiwesthospital.com; sanjay.poddar@nairobiwesthospital.com; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>; Ashish Raman <ashish.raman@nairobiwesthospital.com>; Dr.Peter Okwatsa <pokwatsa@nairobiwesthospital.com>; Tina Saini <tina@nairobiwesthospital.com>; Stanley Mutungi <mutungi@nairobiwesthospital.com>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Madam,

Please find attach the resumes of 2 addition interested candidates.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

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for Registrar
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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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monisha@nairobiwesthospital.com
Mobile : +254-700035540| Office : 0730 600 000

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I hope this mail finds you well

Further to our discussion wrt campus recruitment at IIHMR; would like to inform that our Director/ Medical Advisor - Dr. Mina Saini shall be visiting the campus on 9th October'2024; Saturday

We shall be sharing the detailed JDs max by Monday (4th Nov).

Best Regards,
Monisha
Human Resources
The Nairobi West Hospital.
monisha@nairobiwesthospital.com
Mobile : +254-700035540| Office : 0730 600 000

On Wed, Sep 11, 2024 at 5:30 PM Vinod Tejwani <vinodtejwani@iihmr.edu.in> wrote:

Dear Ms. Monisha Gossain,

Greetings from IIHMR University Jaipur!

At the outset let me thank you and your esteemed organisation for your always support.

On behalf of **IIHMR University, Jaipur,** I am pleased to extend a cordial invitation to you and your esteemed organization to visit our campus for the recruitment of the **MBA Batch 2023-25**.

At IIHMR University Jaipur, we offer specialized MBA programs in:

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

- **Hospital and Health Management**
- **Pharmaceutical Management**
- **Development Management**
- **Health Analytics (1st Year)**

Our university is dedicated to nurturing professionals who embody excellence, compassion, and a commitment to society. We focus on shaping young minds with the vision to empower themselves and others, providing them with a strong foundation in both theoretical and practical knowledge.

Enclosed with this email is a copy of the **Batch Demography, Course Details** for your kind consideration.

To facilitate the process, we kindly request you to share the below required details for the Final Placements, including:

• **Job Description**	
• **Job Location**	
• **Eligible Streams**	
• **Total Vacancies**	
• **CTC Offered**	
• **Selection Process**	
• **Campus Recruitment Date**	

We look forward to the possibility of strengthening our relationship with your esteemed organization and hosting you during our Placement season this year. We are excited about the opportunity to form a lasting association through our Campus Recruitment Program (2023-25 batch).

Please feel free to reach out if you need any further information or assistance. I will be happy to assist you.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

THE NAIROBI WEST
HOSPITAL

HRM/REC-038/001/03/2025

6th March 2025
Dr. Purva Pravin Gulrandhe
+918788171122
Email address: purva.hm28@iihmr.in

Dear Dr. Purva,

RE: OFFER LETTER FOR THE POSITION OF A MANAGEMENT TRAINEE/ DISSERTATION PROJECT INTERN AT THE NAIROBI WEST HOSPITAL

The subject matter refers.

We are writing to inform you that you have been selected for the subject position.

Position: Management Trainee / Dissertation Project Intern

Duration: Three (3) Months with effect 15th March 2025

Date of Joining: 15th March 2025

Reporting to: Head of Department

Compensation: As per schedule 1 (attached).

Kindly note that more details about your engagement will be stipulated in the contract which agreement will be signed between you and the hospital after you accept this offer.

This offer is valid up to 9th March 2025 and your response should reach the undersigned on or before 9th March 2025.

We take this opportunity to congratulate you for the appointment and look forward to hearing from you.

Yours Sincerely,

FOR: THE NAIROBI WEST HOSPITAL LTD

NAIROBI WEST HOSPITAL LTD. HUMAN RESOURCE DEPARTMENT

Monisha Gossain

MONISHA GOSSAIN
HUMAN RESOURCE MANAGER

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Acknowledgement:

I Purva Gulrandhe have read and understood. I agree/~~disagree~~ with this letter and its content.

Signature: Gulrandhe Date: 10/03/2025 Time: 8:30pm (IST)

THE NAIROBI WEST
HOSPITAL

SCHEDULE I
Dr. Purva Pravin Gulrandhe
REMUNERATION

You will be paid a gross salary of **Kshs. 82,666 (**Eighty-Two Thousand Six Hundred and Sixty-Six). The gross will be subject to statutory deductions i.e. PAYE, NSSF, SHIF and any other as maybe permitted by the law. The salary will be paid at the end of each month.

- Breakdown for the above Gross Remuneration of **Kshs 82,666** is inclusive of risk allowance of **Kshs. 300**

	Amount in Kshs	Amount in Kshs
Gross Pay		**82,666.00**
Less statutory deduction		
1. PAYE	14,834.00	
2. NSSF	4,320.00	
3. SHIF	2,273.00	
4. Housing Levy	1,240.00	
5. Any other deduction as may be permitted by the law		
NET in Hand		**60,000.00**

THE NAIROBI WEST HOSPITAL LTD. HUMAN RESOURCE DEPARTMENT

Acknowledgement:

I Purva Gulrandhe have read and understood. I agree/~~disagree~~ with this letter and its content.

Signature: Gulrandhe Date: 10/03/2025 Time: 8:30pm (IST)

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Gandhi Avenue, Nairobi west | P.O Box 43375 - 00100, Nairobi | Email: enquiry@nairobiwesthospital.com
Call Centre: +254 730 600 000 Mobile: +254 722 200 944 / +254 734 200 944

N Satheeshkanna

From: Vinod Tejwani
Sent: 14 November 2024 09:20 PM
To: Anita Thapa; N Satheeshkanna
Subject: Fw: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Sent from Outlook for Android

From: Vinod Tejwani
Sent: Thursday, November 14, 2024 8:54:59 PM
To: Monisha Gossain <monisha@nairobiwesthospital.com>
Cc: clinics@nairobiwesthospital.com <clinics@nairobiwesthospital.com>; sanjay.poddar@nairobiwesthospital.com <sanjay.poddar@nairobiwesthospital.com>; Ashish Raman <ashish.raman@nairobiwesthospital.com>; Dr.Peter Okwatsa <pokwatsa@nairobiwesthospital.com>; Tina Saini <tina@nairobiwesthospital.com>; Stanley Mutungi <mutungi@nairobiwesthospital.com>; Umesh Sharma <umesh.sharma@nairobiwesthospital.com>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Monisha,

Thank you for your support.

We will inform all six selected candidates, and their names will be placed in the "Placed" category with **The Nairobi West Hospital**. I am sure that they will be at par with their performance and will definitely add value to your esteemed organisation.

As part of the placement policy, please note that these candidates will no longer be eligible for participation in any further campus recruitment processes scheduled through the university.

With Regards,

IIHMR UNIVERSITY

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

From: Monisha Gossain <monisha@nairobiwesthospital.com>
Sent: 14 November 2024 08:33 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: clinics@nairobiwesthospital.com; sanjay.poddar@nairobiwesthospital.com; Ashish Raman <ashish.raman@nairobiwesthospital.com>; Dr.Peter Okwatsa <pokwatsa@nairobiwesthospital.com>; Tina Saini <tina@nairobiwesthospital.com>; Stanley Mutungi <mutungi@nairobiwesthospital.com>; Umesh Sharma

<umesh.sharma@nairobiwesthospital.com>
Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mr. Tejwani

It was a pleasure connecting with you today.

Many thanks for confirming that starting 11th MArch, 2024 the students are available for full time roles with TNWH ; wherein they can be onboarded as Management Trainees and carry on with ther Dissertation Project; post which THE FiNAL YEAR VIVA can be conducted online / offline by the University.

We shall come back to you on finer details for the same shortly.

As discussed; as of now we have selected the following candidates :

1. **Mr. Konatham Gowatham Kumar**
2. **Dr. Sana Shamoil**
3. **Mr. Krutik N Rawal**
4. **Dr. Purva Gulrandhe**
5. **Dr. Kalva Dharani**
6. **Ms Arunima Tah**

Request you to kindly update the candidates accordingly. We shall proceed to share the next steps at the earliest.

We shall further keep you posted in case there is a further shortlist from the interviewed candidates.

Best Regards,
Monisha
Human Resources
The Nairobi West Hospital.
monisha@nairobiwesthospital.com
Mobile : +254-700035540| Office : 0730 600 000



On Mon, Nov 11, 2024 at 4:55 PM Vinod Tejwani <vinodtejwani@iihmr.edu.in> wrote:

Dear Ms. Monisha,

At the outset let me thank you and team The Nairobi West Hospital for the opportunity.

It was our pleasure to welcome Leadership team TNWH Dr. Mina Saini , Dr. Rakesh Saini and Mr. Sanjay Poddar to IIHMR University Campus for recruitment. Also, I am grateful to all the Panel members who joined online for the placement drive including Dr. Tina Saini and Hon'ble Dr. U. C. Mina Sir .

As discussed, request you to share the list of selected candidates so that we can mark them in Placed category, and we can take their name out of other placement/ recruitment drives of organisations visiting IIHMR University.

Thanks a lot.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
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E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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From: Vinod Tejwani
Sent: 09 November 2024 01:26 PM
To: Monisha Gossain <monisha@nairobiwesthospital.com>
Cc: clinics@nairobiwesthospital.com; sanjay.poddar@nairobiwesthospital.com; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>; Ashish Raman <ashish.raman@nairobiwesthospital.com>; Dr.Peter Okwatsa <pokwatsa@nairobiwesthospital.com>; Tina Saini <tina@nairobiwesthospital.com>; Stanley Mutungi <mutungi@nairobiwesthospital.com>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Madam,

Please find attach the resumes of 2 addition interested candidates.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

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---

From: Vinod Tejwani
Sent: 08 November 2024 05:54 PM
To: Monisha Gossain <monisha@nairobiwesthospital.com>
Cc: clinics@nairobiwesthospital.com; sanjay.poddar@nairobiwesthospital.com; N Satheeshkanna satheeshkanna@iihmr.edu.in; Anita Thapa anitathapa@iihmr.edu.in; Ashish Raman ashish.raman@nairobiwesthospital.com; Dr.Peter Okwatsa pokwatsa@nairobiwesthospital.com; Tina Saini tina@nairobiwesthospital.com; Stanley Mutungi mutungi@nairobiwesthospital.com
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Noted Madam

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

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M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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From: Monisha Gossain <monisha@nairobiwesthospital.com>
Sent: 08 November 2024 05:13 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: clinics@nairobiwesthospital.com; sanjay.poddar@nairobiwesthospital.com; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>; Ashish Raman <ashish.raman@nairobiwesthospital.com>; Dr.Peter Okwatsa <pokwatsa@nairobiwesthospital.com>; Tina Saini <tina@nairobiwesthospital.com>; Stanley Mutungi <mutungi@nairobiwesthospital.com>
Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mr. Tejwani

As confirmed we shall have the following representatives visiting the IIHMR Campus :

1. Dr. Mina Saini : Chief Medical Advisor /Board
2. Mr. Sanjay Poddar : FInancial Advisor

Additionally, we shall also have an online panel as follows:

Ms Tina Saini : Chief Commercial Advisor / Board
Mr. Stanely Mutungi : Chief Hospital Administrator
Mr. Ashish Raman : COO
Dr. Peter Okwatsa : Medical Administrator
Ms Monisha Gossain : HR

The flow of events will be as follows:

1. Time of Commencement : 11 am IST
2. TNWH Presentation for all students
3. Process of Interview:
- **Group Discussions: Durational Interview with Onsite and Offsite Panel**
- **Q&A Session if required.**

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The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

The topics for the Group Discussion will be shared on the spot wherein all the candidates in a batch will participate. Post the GD the shortlisted candidates will proceed for the personal interview.

The list of students has been segregated in batches- kindly ref the attached file
Also enclosed is our company presentation for your reference.

Many thanks for your support

Best Regards,
Monisha
Human Resources
The Nairobi West Hospital.
monisha@nairobiwesthospital.com
Mobile : +254-700035540| Office : 0730 600 000

On Thu, Nov 7, 2024 at 8:52 AM Vinod Tejwani <vinodtejwani@iihmr.edu.in> wrote:

Dear Ms. Asha,

Greetings from IIHMR University Jaipur!

As discussed, please find attached the Excel sheet and resumes of 37 interested candidates from MBA-Hospital and Health Management , MBA- Pharmaceutical Management.

We welcome Leadership team of **The Nairobi West Hospital** to **IIHMR University Jaipur** for campus recruitment 2025 passing out batch on 09th November 2024.

Please do let us know the time schedule and interview process and requirements to be followed for 09th November 2024 so that we can inform the students accordingly.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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---

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: 04 November 2024 16:05
To: Monisha Gossain <monisha@nairobiwesthospital.com>; Anita Thapa <anitathapa@iihmr.edu.in>
Cc: Dr.Mina Saini <clinics@nairobiwesthospital.com>; Sanjay Poddar <sanjay.poddar@nairobiwesthospital.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Monisha,

Thanks a lot for sharing the JD and details.

@Anita Thapa Please share it with students for nominations.

Regards,

Vinod

From: Monisha Gossain <monisha@nairobiwesthospital.com>
Sent: 04 November 2024 03:28 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Dr.Mina Saini <clinics@nairobiwesthospital.com>; Sanjay Poddar <sanjay.poddar@nairobiwesthospital.com>
Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mr. Tejwani

We are currently looking to recruit for the following positions:

1. Astt Manager / Manager - Centre Operations (No. of Positions - 2)
2. Astt Manager - Pharmacy Operations (No. of Position - 1)
3. Business Analyst : Reporting to Director (No of Position - 1)

Broadly the approx compensation package for the role post a confirmation of 1 year contract will be as follows:

TOTAL MONTHLY COST TO COMPANY		
	USD	KSH
SALARY (GROSS)	1500	199500
BENEFITS*	1129	150127
TOTAL	2629	349627

Would also like to bring to your notice that salary is paid in Kenya Shillings and none of the benefits is encashable

ADDITIONAL BENEFITS:

- **Entitlement to return tickets from Nairobi -India once every two years (Eligibility for the same post successful completion of 1 year of service; ticket can be availed in the second year)**
- **Additional : Visa/ Dependant pass for spouse/ children under 18 years / travel as applicable**
- **TNWH Employee Health Insurance cover.**

***Benefits include the following : Travel, Tickets. Visa & Permits/ Housing/ Mobile Bill/ Transport Allowance.**

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The IIHMR University
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Additional benefits which have been mentioned above separately have not been accounted for yet.

Best Regards,
Monisha
Human Resources
The Nairobi West Hospital.
monisha@nairobiwesthospital.com
Mobile : +254-700035540| Office : 0730 600 000

On Sat, Nov 2, 2024 at 3:07 PM Monisha Gossain <monisha@nairobiwesthospital.com> wrote:

Dear Mr. Tejwani

I hope this mail finds you well

Further to our discussion wrt campus recruitment at IIHMR; would like to inform that our Director/ Medical Advisor - Dr. Mina Saini shall be visiting the campus on 9th October'2024; Saturday

We shall be sharing the detailed JDs max by Monday (4th Nov).

Best Regards,
Monisha
Human Resources
The Nairobi West Hospital.
monisha@nairobiwesthospital.com
Mobile : +254-700035540| Office : 0730 600 000

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At IIHMR University Jaipur, we offer specialized MBA programs in:

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The IIHMR University
Prabhu Dayal Marg, Near
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- **Hospital and Health Management**
- **Pharmaceutical Management**
- **Development Management**
- **Health Analytics (1st Year)**

Our university is dedicated to nurturing professionals who embody excellence, compassion, and a commitment to society. We focus on shaping young minds with the vision to empower themselves and others, providing them with a strong foundation in both theoretical and practical knowledge.

Enclosed with this email is a copy of the **Batch Demography, Course Details** for your kind consideration.

To facilitate the process, we kindly request you to share the below required details for the Final Placements, including:

• **Job Description**	
• **Job Location**	
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• **Total Vacancies**	
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• **Selection Process**	
• **Campus Recruitment Date**	

We look forward to the possibility of strengthening our relationship with your esteemed organization and hosting you during our Placement season this year. We are excited about the opportunity to form a lasting association through our Campus Recruitment Program (2023-25 batch).

Please feel free to reach out if you need any further information or assistance. I will be happy to assist you.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

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for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

N Satheeshkanna

From: Vinod Tejwani
Sent: 14 November 2024 09:20 PM
To: Anita Thapa; N Satheeshkanna
Subject: Fw: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Sent from Outlook for Android

From: Vinod Tejwani
Sent: Thursday, November 14, 2024 8:54:59 PM
To: Monisha Gossain <monisha@nairobiwesthospital.com>
Cc: clinics@nairobiwesthospital.com <clinics@nairobiwesthospital.com>; sanjay.poddar@nairobiwesthospital.com <sanjay.poddar@nairobiwesthospital.com>; Ashish Raman <ashish.raman@nairobiwesthospital.com>; Dr.Peter Okwatsa <pokwatsa@nairobiwesthospital.com>; Tina Saini <tina@nairobiwesthospital.com>; Stanley Mutungi <mutungi@nairobiwesthospital.com>; Umesh Sharma <umesh.sharma@nairobiwesthospital.com>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Monisha,

Thank you for your support.

We will inform all six selected candidates, and their names will be placed in the "Placed" category with **The Nairobi West Hospital**. I am sure that they will be at par with their performance and will definitely add value to your esteemed organisation.

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With Regards,

IIHMR UNIVERSITY

Vinod Tejwani
Dean- Placements & Alumni Relations

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<umesh.sharma@nairobiwesthospital.com>
Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

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Dear Mr. Tejwani

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Many thanks for confirming that starting 11th MArch, 2024 the students are available for full time roles with TNWH ; wherein they can be onboarded as Management Trainees and carry on with ther Dissertation Project; post which THE FiNAL YEAR VIVA can be conducted online / offline by the University.

We shall come back to you on finer details for the same shortly.

As discussed; as of now we have selected the following candidates :

1. **Mr. Konatham Gowatham Kumar**
2. **Dr. Sana Shamoil**
3. **Mr. Krutik N Rawal**
4. **Dr. Purva Gulrandhe**
5. **Dr. Kalva Dharani**
6. **Ms Arunima Tah**

Request you to kindly update the candidates accordingly. We shall proceed to share the next steps at the earliest.

We shall further keep you posted in case there is a further shortlist from the interviewed candidates.

Best Regards,
Monisha
Human Resources
The Nairobi West Hospital.
monisha@nairobiwesthospital.com
Mobile : +254-700035540| Office : 0730 600 000

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Registrar
The IIHMR University
Prabhu Dayal Marg, Near
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Dear Ms. Monisha,

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Thanks a lot.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

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Sent: 09 November 2024 01:26 PM
To: Monisha Gossain <monisha@nairobiwesthospital.com>
Cc: clinics@nairobiwesthospital.com; sanjay.poddar@nairobiwesthospital.com; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>; Ashish Raman <ashish.raman@nairobiwesthospital.com>; Dr.Peter Okwatsa <pokwatsa@nairobiwesthospital.com>; Tina Saini <tina@nairobiwesthospital.com>; Stanley Mutungi <mutungi@nairobiwesthospital.com>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Madam,

Please find attach the resumes of 2 addition interested candidates.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Noted Madam

With Regards,

Vinod Tejwani
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Dear Mr. Tejwani

As confirmed we shall have the following representatives visiting the IIHMR Campus :

1. Dr. Mina Saini : Chief Medical Advisor /Board
2. Mr. Sanjay Poddar : FInancial Advisor

Additionally, we shall also have an online panel as follows:

Ms Tina Saini : Chief Commercial Advisor / Board
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Mr. Ashish Raman : COO
Dr. Peter Okwatsa : Medical Administrator
Ms Monisha Gossain : HR

The flow of events will be as follows:

1. Time of Commencement : 11 am IST
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The topics for the Group Discussion will be shared on the spot wherein all the candidates in a batch will participate. Post the GD the shortlisted candidates will proceed for the personal interview.

The list of students has been segregated in batches- kindly ref the attached file
Also enclosed is our company presentation for your reference.

Many thanks for your support

Best Regards,
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Human Resources
The Nairobi West Hospital.
monisha@nairobiwesthospital.com
Mobile : +254-700035540| Office : 0730 600 000

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Dear Ms. Asha,

Greetings from IIHMR University Jaipur!

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We welcome Leadership team of **The Nairobi West Hospital** to **IIHMR University Jaipur** for campus recruitment 2025 passing out batch on 09th November 2024.

Please do let us know the time schedule and interview process and requirements to be followed for 09th November 2024 so that we can inform the students accordingly.

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Sent: 04 November 2024 16:05
To: Monisha Gossain <monisha@nairobiwesthospital.com>; Anita Thapa <anitathapa@iihmr.edu.in>
Cc: Dr.Mina Saini <clinics@nairobiwesthospital.com>; Sanjay Poddar <sanjay.poddar@nairobiwesthospital.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Monisha,

Thanks a lot for sharing the JD and details.

@Anita Thapa Please share it with students for nominations.

Regards,

Vinod

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Dear Mr. Tejwani

We are currently looking to recruit for the following positions:

1. Astt Manager / Manager - Centre Operations (No. of Positions - 2)
2. Astt Manager - Pharmacy Operations (No. of Position - 1)
3. Business Analyst : Reporting to Director (No of Position - 1)

Broadly the approx compensation package for the role post a confirmation of 1 year contract will be as follows:

TOTAL MONTHLY COST TO COMPANY		
	USD	KSH
SALARY (GROSS)	1500	199500
BENEFITS*	1129	150127
TOTAL	2629	349627

Would also like to bring to your notice that salary is paid in Kenya Shillings and none of the benefits is encashable

ADDITIONAL BENEFITS:

- **Entitlement to return tickets from Nairobi -India once every two years (Eligibility for the same post successful completion of 1 year of service; ticket can be availed in the second year)**
- **Additional : Visa/ Dependant pass for spouse/ children under 18 years / travel as applicable**
- **TNWH Employee Health Insurance cover.**

***Benefits include the following : Travel, Tickets. Visa & Permits/ Housing/ Mobile Bill/ Transport Allowance.**

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Prabhu Dayal Marg, Near
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Additional benefits which have been mentioned above separately have not been accounted for yet.

Best Regards,
Monisha
Human Resources
The Nairobi West Hospital.
monisha@nairobiwesthospital.com
Mobile : +254-700035540| Office : 0730 600 000

On Sat, Nov 2, 2024 at 3:07 PM Monisha Gossain <monisha@nairobiwesthospital.com> wrote:

Dear Mr. Tejwani

I hope this mail finds you well

Further to our discussion wrt campus recruitment at IIHMR; would like to inform that our Director/ Medical Advisor - Dr. Mina Saini shall be visiting the campus on 9th October'2024; Saturday

We shall be sharing the detailed JDs max by Monday (4th Nov).

Best Regards,
Monisha
Human Resources
The Nairobi West Hospital.
monisha@nairobiwesthospital.com
Mobile : +254-700035540| Office : 0730 600 000

On Wed, Sep 11, 2024 at 5:30 PM Vinod Tejwani <vinodtejwani@iihmr.edu.in> wrote:

Dear Ms. Monisha Gossain,

Greetings from IIHMR University Jaipur!

At the outset let me thank you and your esteemed organisation for your always support.

On behalf of **IIHMR University, Jaipur,** I am pleased to extend a cordial invitation to you and your esteemed organization to visit our campus for the recruitment of the **MBA Batch 2023-25**.

At IIHMR University Jaipur, we offer specialized MBA programs in:

Registrar
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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

- **Hospital and Health Management**
- **Pharmaceutical Management**
- **Development Management**
- **Health Analytics (1st Year)**

Our university is dedicated to nurturing professionals who embody excellence, compassion, and a commitment to society. We focus on shaping young minds with the vision to empower themselves and others, providing them with a strong foundation in both theoretical and practical knowledge.

Enclosed with this email is a copy of the **Batch Demography, Course Details** for your kind consideration.

To facilitate the process, we kindly request you to share the below required details for the Final Placements, including:

• **Job Description**	
• **Job Location**	
• **Eligible Streams**	
• **Total Vacancies**	
• **CTC Offered**	
• **Selection Process**	
• **Campus Recruitment Date**	

We look forward to the possibility of strengthening our relationship with your esteemed organization and hosting you during our Placement season this year. We are excited about the opportunity to form a lasting association through our Campus Recruitment Program (2023-25 batch).

Please feel free to reach out if you need any further information or assistance. I will be happy to assist you.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

THE NAIROBI WEST
HOSPITAL

HRM/REC-038/001/03/2025

6th March 2025
Krutik Naresh Rawal
+918169090778
Email address: rawalkrutik10@gmail.com

Dear Mr. Krutik,

RE: OFFER LETTER FOR THE POSITION OF A MANAGEMENT TRAINEE/ DISSERTATION PROJECT INTERN AT THE NAIROBI WEST HOSPITAL

The subject matter refers.

We are writing to inform you that you have been selected for the subject position.

Position: Management Trainee / Dissertation Project Intern

Duration: Three (3) Months with effect 15th March 2025

Date of Joining: 15th March 2025

Reporting to: Head of Department

Compensation: As per schedule I (attached).

Kindly note that more details about your engagement will be stipulated in the contract which agreement will be signed between you and the hospital after you accept this offer.

This offer is valid up to 9th March 2025 and your response should reach the undersigned on or before 9th March 2025.

We take this opportunity to congratulate you for the appointment and look forward to hearing from you.

Yours Sincerely,

FOR: THE NAIROBI WEST HOSPITAL LTD

THE NAIROBI WEST HOSPITAL LTD HUMAN RESOURCE DEPARTMENT

Monisha Gossain

MONISHA GOSSAIN
HUMAN RESOURCE MANAGER

Acknowledgement:

I Krutik Naresh Rawal have read and understood. I agree/~~disagree~~ with this letter and its content.

Signature: Krutik Rawal Date: 6/3/2025 Time: _____

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near Sanganer Airport, Jaipur-302029

Gandhi Avenue, Nairobi west | P.O Box 43375 - 00100, Nairobi | Email: enquiry@nairobiwesthospital.com
Call Centre: + 254 730 600 000 Mobile: +254 722 200 944 / + 254 734 200 944

THE NAIROBI WEST
HOSPITAL

SCHEDULE I
Krutik Naresh Rawal
REMUNERATION

You will be paid a gross salary of **Kshs. 82,666** (Eighty-Two Thousand Six Hundred and Sixty-Six). The gross will be subject to statutory deductions i.e. PAYE, NSSF, SHIF and any other as maybe permitted by the law. The salary will be paid at the end of each month.

- Breakdown for the above Gross Remuneration of **Kshs 82,666** is inclusive of risk allowance of **Kshs. 300**

	Amount in Kshs	Amount in Kshs
Gross Pay		**82,666.00**
Less statutory deduction		
1. PAYE	14,834.00	
2. NSSF	4,320.00	
3. SHIF	2,273.00	
4. Housing Levy	1,240.00	
5. Any other deduction as may be permitted by the law		
NET in Hand		**60,000.00**

THE NAIROBI WEST HOSPITAL LTD. HUMAN RESOURCE DEPARTMENT

Acknowledgement:

I Krutik Naresh Rawal have read and understood. I agree/~~disagree~~ with this letter and its content.

Signature: Krutik Rawal Date: 6/3/25 Time: _____

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Gandhi Avenue, Nairobi west | P.O Box 43375 - 00100, Nairobi | Email: enquiry@nairobiwesthospital.com
Call Centre: +254 730 600 000 Mobile: +254 722 200 944 / +254 734 200 944

N Satheeshkanna

From: Vinod Tejwani
Sent: 14 November 2024 09:20 PM
To: Anita Thapa; N Satheeshkanna
Subject: Fw: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Sent from Outlook for Android

From: Vinod Tejwani
Sent: Thursday, November 14, 2024 8:54:59 PM
To: Monisha Gossain <monisha@nairobiwesthospital.com>
Cc: clinics@nairobiwesthospital.com <clinics@nairobiwesthospital.com>; sanjay.poddar@nairobiwesthospital.com <sanjay.poddar@nairobiwesthospital.com>; Ashish Raman <ashish.raman@nairobiwesthospital.com>; Dr.Peter Okwatsa <pokwatsa@nairobiwesthospital.com>; Tina Saini <tina@nairobiwesthospital.com>; Stanley Mutungi <mutungi@nairobiwesthospital.com>; Umesh Sharma <umesh.sharma@nairobiwesthospital.com>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Monisha,

Thank you for your support.

We will inform all six selected candidates, and their names will be placed in the "Placed" category with **The Nairobi West Hospital**. I am sure that they will be at par with their performance and will definitely add value to your esteemed organisation.

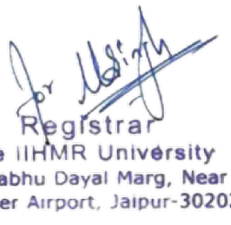
As part of the placement policy, please note that these candidates will no longer be eligible for participation in any further campus recruitment processes scheduled through the university.

With Regards,

IIHMR UNIVERSITY

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
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Sent: 14 November 2024 08:33 PM
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Cc: clinics@nairobiwesthospital.com; sanjay.poddar@nairobiwesthospital.com; Ashish Raman <ashish.raman@nairobiwesthospital.com>; Dr.Peter Okwatsa <pokwatsa@nairobiwesthospital.com>; Tina Saini <tina@nairobiwesthospital.com>; Stanley Mutungi <mutungi@nairobiwesthospital.com>; Umesh Sharma

<umesh.sharma@nairobiwesthospital.com>
Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mr. Tejwani

It was a pleasure connecting with you today.

Many thanks for confirming that starting 11th MArch, 2024 the students are available for full time roles with TNWH ; wherein they can be onboarded as Management Trainees and carry on with ther Dissertation Project; post which THE FiNAL YEAR VIVA can be conducted online / offline by the University.

We shall come back to you on finer details for the same shortly.

As discussed; as of now we have selected the following candidates :

1. **Mr. Konatham Gowatham Kumar**
2. **Dr. Sana Shamoil**
3. **Mr. Krutik N Rawal**
4. **Dr. Purva Gulrandhe**
5. **Dr. Kalva Dharani**
6. **Ms Arunima Tah**

Request you to kindly update the candidates accordingly. We shall proceed to share the next steps at the earliest.

We shall further keep you posted in case there is a further shortlist from the interviewed candidates.

Best Regards,
Monisha
Human Resources
The Nairobi West Hospital.
monisha@nairobiwesthospital.com
Mobile : +254-700035540| Office : 0730 600 000

On Mon, Nov 11, 2024 at 4:55 PM Vinod Tejwani <vinodtejwani@iihmr.edu.in> wrote:

Dear Ms. Monisha,

At the outset let me thank you and team The Nairobi West Hospital for the opportunity.

It was our pleasure to welcome Leadership team TNWH Dr. Mina Saini , Dr. Rakesh Saini and Mr. Sanjay Poddar to IIHMR University Campus for recruitment. Also, I am grateful to all the Panel members who joined online for the placement drive including Dr. Tina Saini and Hon'ble Dr. U. C. Mina Sir .

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

As discussed, request you to share the list of selected candidates so that we can mark them in Placed category, and we can take their name out of other placement/ recruitment drives of organisations visiting IIHMR University.

Thanks a lot.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

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2. Astt Manager - Pharmacy Operations (No. of Position - 1)
3. Business Analyst : Reporting to Director (No of Position - 1)

Broadly the approx compensation package for the role post a confirmation of 1 year contract will be as follows:

TOTAL MONTHLY COST TO COMPANY		
	USD	KSH
SALARY (GROSS)	1500	199500
BENEFITS*	1129	150127
TOTAL	2629	349627

Would also like to bring to your notice that salary is paid in Kenya Shillings and none of the benefits is encashable

ADDITIONAL BENEFITS:

- **Entitlement to return tickets from Nairobi -India once every two years (Eligibility for the same post successful completion of 1 year of service; ticket can be availed in the second year)**
- **Additional : Visa/ Dependant pass for spouse/ children under 18 years / travel as applicable**
- **TNWH Employee Health Insurance cover.**

***Benefits include the following : Travel, Tickets. Visa & Permits/ Housing/ Mobile Bill/ Transport Allowance.**

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Additional benefits which have been mentioned above separately have not been accounted for yet.

Best Regards,
Monisha
Human Resources
The Nairobi West Hospital.
monisha@nairobiwesthospital.com
Mobile : +254-700035540| Office : 0730 600 000

On Sat, Nov 2, 2024 at 3:07 PM Monisha Gossain <monisha@nairobiwesthospital.com> wrote:

> Dear Mr. Tejwani
>
> I hope this mail finds you well
>
> Further to our discussion wrt campus recruitment at IIHMR; would like to inform that our Director/ Medical Advisor - Dr. Mina Saini shall be visiting the campus on 9th October'2024; Saturday
>
> We shall be sharing the detailed JDs max by Monday (4th Nov).

Best Regards,
Monisha
Human Resources
The Nairobi West Hospital.
monisha@nairobiwesthospital.com
Mobile : +254-700035540| Office : 0730 600 000

On Wed, Sep 11, 2024 at 5:30 PM Vinod Tejwani <vinodtejwani@iihmr.edu.in> wrote:

> **Dear Ms. Monisha Gossain,**
>
> Greetings from IIHMR University Jaipur!
>
> At the outset let me thank you and your esteemed organisation for your always support.
>
> On behalf of **IIHMR University, Jaipur,** I am pleased to extend a cordial invitation to you and your esteemed organization to visit our campus for the recruitment of the **MBA Batch 2023-25**.
>
> At IIHMR University Jaipur, we offer specialized MBA programs in:

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- **Hospital and Health Management**
- **Pharmaceutical Management**
- **Development Management**
- **Health Analytics (1st Year)**

Our university is dedicated to nurturing professionals who embody excellence, compassion, and a commitment to society. We focus on shaping young minds with the vision to empower themselves and others, providing them with a strong foundation in both theoretical and practical knowledge.

Enclosed with this email is a copy of the **Batch Demography, Course Details** for your kind consideration.

To facilitate the process, we kindly request you to share the below required details for the Final Placements, including:

• **Job Description**	
• **Job Location**	
• **Eligible Streams**	
• **Total Vacancies**	
• **CTC Offered**	
• **Selection Process**	
• **Campus Recruitment Date**	

We look forward to the possibility of strengthening our relationship with your esteemed organization and hosting you during our Placement season this year. We are excited about the opportunity to form a lasting association through our Campus Recruitment Program (2023-25 batch).

Please feel free to reach out if you need any further information or assistance. I will be happy to assist you.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

THE NAIROBI WEST
HOSPITAL

HRM/REC-038/001/03/2025

6th March 2025
Sana Shamoil
+919060849896
Email address: sanashamoil1@gmail.com

Dear Ms. Sana,

RE: <u>OFFER LETTER FOR THE POSITION OF A MANAGEMENT TRAINEE/ DISSERTATION PROJECT INTERN AT THE NAIROBI WEST HOSPITAL</u>

The subject matter refers.

We are writing to inform you that you have been selected for the subject position.

Position: Management Trainee / Dissertation Project Intern

Duration: Three (3) Months with effect 15th March 2025

Date of Joining: 15th March 2025

Reporting to: Head of Department

Compensation: As per schedule I (attached).

Kindly note that more details about your engagement will be stipulated in the contract which agreement will be signed between you and the hospital after you accept this offer.

This offer is valid up to 9th March 2025 and your response should reach the undersigned on or before 9th March 2025.

We take this opportunity to congratulate you for the appointment and look forward to hearing from you.

Yours Sincerely,

FOR: THE NAIROBI WEST HOSPITAL LTD

THE NAIROBI WEST HOSPITAL LTD HUMAN RESOURCE DEPARTMENT

Monisha Gossain

MONISHA GOSSAIN
<u>HUMAN RESOURCE MANAGER</u>

Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Acknowledgement:

I SANA SHAMOIL have read and understood. I agree/disagree with this letter and its content.

Signature: Sana Shamoil Date: 10/03/2025 Time: 7:30pm (IST)

Gandhi Avenue, Nairobi west | P.O Box 43375 - 00100, Nairobi | Email: enquiry@nairobiwesthospital.com
Call Centre: + 254 730 600 000 Mobile: +254 722 200 944 / + 254 734 200 944

THE NAIROBI WEST HOSPITAL

SCHEDULE I
Sana Shamoil
REMUNERATION

You will be paid a gross salary of **Kshs. 82,666** (Eighty-Two Thousand Six Hundred and Sixty-Six). The gross will be subject to statutory deductions i.e. PAYE, NSSF, SHIF and any other as maybe permitted by the law. The salary will be paid at the end of each month.

- Breakdown for the above Gross Remuneration of **Kshs 82,666** is inclusive of risk allowance of **Kshs. 300**

	Amount in Kshs	Amount in Kshs
Gross Pay		**82,666.00**
Less statutory deduction		
1. PAYE	14,834.00	
2. NSSF	4,320.00	
3. SHIF	2,273.00	
4. Housing Levy	1,240.00	
5. Any other deduction as may be permitted by the law		
NET in Hand		**60,000.00**

THE NAIROBI WEST HOSPITAL LTD. HUMAN RESOURCE DEPARTMENT

Acknowledgement:

I SANA SHAMOIL have read and understood. I agree/disagree with this letter and its content.

Signature: Sana Shamoil Date: 10/03/2025 Time: 7:30pm (IST)

for Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Gandhi Avenue, Nairobi west | P.O Box 43375 - 00100, Nairobi | Email: enquiry@nairobiwesthospital.com
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