

PROPOSED SALARY STRUCTURE



* Scan to verify

NAME	:	Ms AAKRITI SURI
DESIGNATION	:	MANAGEMENT TRAINEE
DEPT	:	DOMESTIC BUSINESS
LOCATION	:	HEAD OFFICE
OFFER ID	:	MAC/OFF/HO/02001/21

SALARY BREAK-UP MONTHLY PAYMENTS		
	PER MONTH	PER ANNUM
BASIC	23000	276000
HRA	11500	138000
EDU. ALLOW	1200	14400
OTH. ALLOW	8334	100008
TOTAL	44034	528408

QUARTERLY/ANNUAL PAYMENT		
TOTAL		

RETIRALS BENEFITS			
EMPLR PF	1800	21600	
TOTAL	1800	21600	

TOTAL SALARY PER MONTH	45834
TOTAL SALARY PER ANNUM	550008

ACCEPTED BY :

APPROVED BY :

DATE :

PLACE :

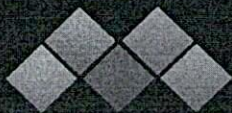
Note : Reimbursement Payment

* are Quaterly Payment and

** are Annual Pavment

* Scan the QR code to verify the authenticity of the offer letter.

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

**MARKETSANDMARKETS****MarketsandMarkets
Research Private Limited**Corporate office: Level 1, Tower B-5,
SEZ, Magarpatta City,
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Date: 24-November-2021

To,

Akshat Heera Chhabra

5-A, S.P. Marg, Civil Lines, Allahabad,
Uttar Pradesh – 211001

Dear Akshat,

We are pleased to offer you the role of **Research Associate** with **MarketsandMarkets Research Pvt. Ltd.** You will be part of the MarketsandMarkets team with an anticipated start date of **03rd January 2021**.

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

You will be considered as a full time employee of the Company from the date of joining and shall be on probation for a period of **6 Months**. 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.

Compensation

You will draw Total cost to company of INR **5,00,000** the break-up of which is attached for your reference. In this Total Cost to Company (CTC), your Variable compensation component will be INR **50,000** Per Annum and your Fixed compensation component will be INR **4,50,000** per annum. 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 and subject to deductions under applicable laws as may be in force from time to time. A detailed break up of your compensation is attached as Annexure 2

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.



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Relocation

To assist with your relocation, you will be eligible for a relocation amount to an upper limit of **Rs 10,000/-** for goods and in addition to this budget you are also eligible to claim one-time **one-way Flight Tickets (Economy Class) for individual and immediate family (Spouse and up to two children only) by the fastest route possible from your current location of employment to Pune.** 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. In case you relocated from a different city the amount will be different based on the distance.

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, expectation is 9 hours of login time which includes an hour's break. You may also need to stretch as per the business needs.

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 be made available to you, which must not be given out or used outside. In the event of termination of engagement,

Registrar

The IIMR University

Prabhu Dayal Marg

Near Sangli Bypass, Sangli, Maharashtra - 413001



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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.

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.

[Handwritten signature]
Registrar
The IHMR University
1, P. H. Road, P. H. Marg
Near S. G. Road, Jaipur-302029



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Governing law

This Contract shall be governed, interpreted and enforced by and in accordance with the laws of India.

Acceptance of our offer

Please acknowledge a copy of this Offer Letter as a token of your acceptance on or before **8:00 P.M on 25th November, 2021** 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 1, 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,

Sulakshana Patankar

Chief People Officer

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:

Akshat Chhabra

Signature

Registrar
The IHMR University
1, Pradip Dayal Marg
Near Sanganer Airport, Jaipur-302029

Annexure 1

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:

1. Amol Deore
+91-8087637920
hrops@marketsandmarkets.com
2. Noel Farais
+91-9923316776
noel.farias@marketsandmarkets.com


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Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Annexure 2

Name	Akshat Heera Chhabra	
Designation	Research Associate	
Date of Joining	03-January-21	
CTC	5,00,000	
COMPONENTS	Monthly (Rs.)	Annual (Rs.)
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
Education Allowance	0	0
Hostel Allowance	0	0
LTC/LTA	0	0
Food Allow/Meal Vouchers	0	0
Special Allowance	13,978	1,67,736
Sub Total (A)	34,978	4,19,736
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
Total Reimbursement (B)	0	0
Total Gross Salary(C=A+B)	34,978	4,19,736
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)	37,500	4,50,000
Variable- Performance Bonus		50,000
TOTAL ANNUAL CTC		5,00,000


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Hadapsar, Pune - 411013

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

HI

HR ICON <hr@iconlife.in>

To: Aniruddh Jain

Cc: sriram nataraj <sriram@iconlife.in>; BEENA V ACHARYA <beenavacharya@iconlife.in> +3 others

Tue 24/05/2022 14:27



3(a).Joining Check List- Mes...

302 KB

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 Aniruddh Jain,

Congratulations and Greetings for the day !!!

Welcome aboard !!!!

Further to our interactions, We are pleased to offer you the position of **Management Trainee (MT)** in our organization at **Hyderabad (HQ)** in **Mesmer Pharmaceuticals**.

Your **CTC (Cost to Company)** would be **Rs.3,50,004/- (Rupees Three Lakh Fifty Thousand and Four Only) Per Annum** and **Gross Salary** would be **Rs.24,465/- (Rupees Twenty Four Thousand Four Hundred and Sixty Five Only) Per Month.**

Your **Date of Joining (DOJ)** will be on or before **1st June, 2022**

You are requested to provide two references, soon after you receive this Offer Letter. Please note that this offer is subject to references being found satisfactory and you're medically fit as declared by you from time to time.

On the day of your joining you need to submit the following documents along with originals for verification purpose.

The IHMR University
1, Prabh Dayal Marg
Near Sanganer Airport, Jaipur-302029

26/5



Ref. No. FHPL/HR/O/2692

8th Feb, 2022

To,
Mr. Anis Khan,
Goregaon East,
Mumbai-400063.

Dear **Mr. Anis**

Subsequent to the interview you had with us, we are pleased to make you an offer of appointment as **"Management Trainee"** based at **Hyderabad-HQ**

You will be entitled to annual CTC of **Rs. 3,87,211 /- per annum (Three Lakhs Eighty Seven Thousand Two Hundred And Eleven Only Per Annum).**

This is only an offer letter and not an appointment letter.

A detailed appointment outlining the terms and conditions of services will be issued to you on joining. Kindly provide the following at the time of joining.

- a) Attested Photocopies of Educational certificates
- b) Self attested copy of PAN Card
- c) Relieving letter & Salary slip of previous employer
- d) Service and salary certificates from your previous employer
- e) 4 passport size photograph.
- f) Self attested copy of Aadhar Card.

Duplicate copy of the Offer Letter should be sent to us along with your date of joining.

Kindly confirm your date of joining, this should be before 15th Feb 2022

Looking forward to a long and fruitful association with us.

Thanking you,

Yours faithfully,

For **Fusion Health Care Pvt. Ltd**

Authorized Signatory

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

Acceptance _____
(Signature)



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

05th April 2022

Hyderabad

To

Mr. Anup Nivrutti Shelke

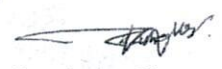
Anand Bhavan, Karla Road, Gopal Nagar,
Near Vaishnavi Complex No. 1, Pipri Meghe,
Wardha, Maharashtra - 442 001.

Dear Mr. Shelke

This has reference to our discussion; we are pleased to offer you internship followed by full-time employment in our organization with the following terms and conditions:

- 1. Designation:** You will be designated as **Associate Consultant** after the internship period.
- 2. Compensation:** Your monthly compensation during the internship will be Rs. 15,000/- (rupees fifteen thousand) and the gross annual compensation for the full-time position will be Rs. 7,00,000/- per annum (rupees seven lakh only). Apart from your gross annual compensation, you are eligible for Rs. 5,00,000/- (rupees five lakh only) of vesting annual performance bonus which will be paid after two annual appraisal cycles (Please refer offer letter). The bonus will be based on individual's performance, which will be evaluated based on a transparent, peer-reviewed process, and other business factors. Detailed gross annual compensation has been given below.
- 3. Group Mediciam Insurance:** In addition to the annual compensation, you and your family (spouse and 2 children below the age of 21 years) will be covered under a Group Mediciam Insurance policy for an amount of two lacs during your service with the Company. The policy will come into force within three business days from your date of joining.
- 4. Place of Posting & Reporting:** Your initial posting will be at our Head office in Hyderabad. You will be reporting to the concerned project manager depending on the project you are part of. You are required to work on Orbees' projects at its facilities or at its clients' sites depending on the project requirements and the exigencies of project.
- 5. Duties and Responsibilities:** You are expected to work with a high standard of ethics, professional integrity, initiative, efficiency, and economy. You will need to enhance your skills, knowledge during the course of your employment depending on the project needs.

Employee Signature


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Near Sanganer Airport, Jaipur-302029

Employer Signature



6. **Conflict of Interest:** During your service with the Company, you shall not hold any office of profit or shall not undertake any employment, consulting, or business for profit or with any "for profit" organization directly or indirectly without the express written permission of Orbees' management.
7. **Confidentiality and service agreement:** You are required to sign a separate confidentiality and service agreement along with this Appointment Letter.
8. **Leaves and Holiday:**
- a) You will be entitled to 16 leaves per calendar year and only 8 leaves will be carried forward to the next financial year.
 - b) 10 Holidays will be given as decided by the management.
 - c) You are required to take prior permission from your immediate supervisor for leave.
 - d) You are required to provide medical certificate for 3 or more days of continuous leave without prior permission.
9. **Working Hours:** The office timings are from 9:30 AM to 6:30 PM during normal working days, which may be changed from time to time depending on the demand/requirement/circumstances/ exigencies of the projects. Orbees encourages flexible working hours so that the employees can be more productive. However, the working hours can be adjusted depending on the project needs at the discretion of the project manager and the employee is expected to adhere to it.
10. **Retirement:** You will retire in the normal course from the services of the Company on attaining the age of superannuation, that is on the day following your 60th birthday (date of birth as per matriculation / higher secondary certificate will be deemed to be the conclusive proof).
11. **Background Checks:** Your appointment is subject to necessary reference checks of your experience and education as mentioned by you in your resume or Job Application.
- You will be terminated from the services of the organization if any particulars furnished by you are found to be false or unsatisfactory during the background check which can be done anytime during your employment period.
12. **Taxes:** Orbees will withhold income tax and other statutory deductions as per the rules and regulations of the Income Tax Act and other Acts.
13. **Probation / Confirmation:** You will be on probation for a period of six (6) months from the date of joining, which may be extended based on your performance and organizational needs. During probation period, your services may be terminated by the company without any notice and without assigning any reason whatsoever. You will be deemed confirmed only if you have been intimated in writing.
14. **Employment tenure:** Orbees highly prefers to have long-term relationship with all its employees and strives to establish it.

Employee Signature


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Near Sanganer Airport, Jaipur-302029


Employer Signature





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 employee. Orbees will invest into your growth and improvement by providing training initially 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.

The training that will be provided by Orbees which could be on-duty /off-duty/on-site/off-site, as may be required from time to time or continuous will improve the professional standing of the employee and it will be imparted by Orbees at considerable expenditure/investment. Hence all employees are required to work for a minimum period of two years three months from the date of internship to recover the expenditure.

The two year three months minimum commitment has been also discussed with you during the interview process. By signing this letter, Confidentiality and Service Agreement, you are acknowledging that you are clear on the two year three months unwavering commitment to Orbees and you are committing to serve Orbees for a minimum period of two years three months.

- 15. Separation:** You are required to give three months' notice period. Notice can be given only after completion of the mandatory minimum 2 years tenure. Further, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period without any compensation for the unexpired period. However, your relieving will be subject to completion of your work at hand and transferred to the concerned person(s) to the satisfaction of the management.

You are required to continue working with full commitment during your notice period. You are obligated to return all Orbees or client property either in physical or electronic form, on the last day of your association with Orbees.

If your performance is not to the satisfaction of the Company or for any unethical behaviour at any point during your association with Orbees, then the Company reserves its right to terminate your services as per the Company policy.

That in the event of you committing breach of any of the terms of this agreement, Orbees shall seek legal ramifications for the damages it believes it incurred.

- 16. Severability:** Each paragraph and provision of this Agreement is severable from the agreement/contract and if one provision or part thereof is declared invalid, the remaining provisions shall nevertheless remain in full force and effect.
- 17. Joining Date:** You are required to join internship on 11th April 2022 and are requested to intimate 2 days in advance to the HR Department.
- 18. Documents to be submitted:** You are required to submit the following documents. Please initialize all the photocopies.
- a) **Education:** Original and photocopy of all your educational certificates & mark sheets from your 10th standard to highest educational qualification. *(Originals will be returned after verification)*
 - b) **Resume:** Signed hard copy of your resume.
 - c) **Salary Proof:** Salary certificate / latest 2 months pay slip with bank Statement.
 - d) **Experience and Relieving Letter:** If you are a lateral hire, please submit your Appointment Letter, Experience Letter and Relieving Letter from your former employer.
 - e) **Photograph:** Three latest passport size colour photographs.
 - f) **Passport:** Photocopy of your passport with visas and rejections if any.
 - g) **PAN Card:** Self-attested photocopy of your PAN card.

Employee Signature

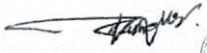
Employer Signature


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

h) **Form 16/16A:** Form 16/16A issued by your recent employer, if any income tax has been deducted from your salary.

We take great pleasure in welcoming you to Orbees and sincerely hope that your employment with us will be long, pleasant, and rewarding. Kindly submit the signed copy of this letter.

For **Orbees Business Solutions Pvt. Ltd**



Rakesh Valluru

Manager - Operations

I hereby declare that the information provided by me is correct to the best of my knowledge. I understand that I am liable for action as deemed fit by the Company during my employment with the Company for any misrepresentation of facts. I have read the above terms and conditions of employment and would hereby confirm strict adherence to the same.

Signature:

Anup Nivrutti Shelke

Date:

Place:



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

Employee Signature



Employer Signature



Salary Break-up

	Per Annum	Per Month
Gross Annual Compensation	7,00,000	58,333
Basic	2,80,000	23,333
House Rent Allowance	1,12,000	9,333
Employer Provident Fund	33,600	2,800
Travel & Special Allowance	2,74,400	22,867
Gross Total	7,00,000	58,333

Take home without income tax	52,533
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Deductions	
Employee Provident Fund	2,800
Employer Provident Fund	2,800
Professional Tax	200

Total deductions (excluding Income Tax)	5,800
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Take Home (excluding Income Tax)	52,533
----------------------------------	--------

Employee Signature


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


Employer Signature





West Pharmaceutical Packaging India Private Limited
Digital Technology Center (DTC)
Global Technology Park, Block E, 1st Floor
Marathahalli Outer Ring Road,
Devarabeesanahalli Village, Varthur Hobli,
Bangalore 560103, Karnataka

January 25, 2022

STRICTLY PRIVATE AND CONFIDENTIAL

Anush Kumar Srinivas
No B 90 Sambhushivaiah Nilaya
Kandaiah compound, 1 main, 1 cross
Sameerapura Chamrajpet Bangalore
Karnataka.560018

Offer of Employment

Dear Anush Kumar

We are pleased to offer you a position with West Pharmaceutical Packaging India Private Limited (the "Company") effective **January 31, 2022 or an earlier date to which we mutually agree** as per the following terms:

1. Location

Your position would be based in Bangalore and is transferable to other locations, based on requirement at the Company's sole discretion. This includes secondments/ deputation/transfer assignments to sister or associate companies, whether in India or abroad. In such case, the terms and conditions of services applicable to the new assignment will govern your employment with the Company.

2. Position / Designation

Your position with the Company's Digital and Transformation (D&T) team will be "**Specialist, Scientific Content,D&T,Digital Marketing**".

3. Compensation

(a) **Salary:** Your compensation structure/package will be Rs. 25,000/- per month offered with this letter. The salary will be reviewed periodically as per your performance and Company's policy. Your compensation is strictly private and confidential.

(b) **Other Remuneration:** In addition to the above, you shall be eligible to:

Incentive Compensation: You will be eligible to participate in the Annual Incentive Plan (AIP) for your position with a target bonus of **10%**. The current incentive metric structure for your position aligns 100% of your bonus to the West AIP. Your payout will be prorated based on your start date with the Company and is subject to your confirmation by 31 December.

This bonus is subject to review annually by the Senior Management of West and may be discontinued at any time and is subject to the terms and conditions of the applicable plan document.


Registrar
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Near Sangner Airport, Jaipur-302029

Pharmaceutical Services, Inc. • Global Partners with Dai-ichi Sankyo, Inc. and Daiichi Sankyo Company Mexico S. A. de C.V.
CIN-U74999TG2008PTC059798



**INVESTORS
IN PEOPLE** | Bronze

25th January 2022

Name: Astitva Gupta

Address: Delhi

Dear Astitva,

With reference to your application and subsequent interview with us, we are pleased to offer you the **Healthcare Research and Data Analyst** with Clarivate Analytics, **Bangalore**.

CTC – INR 600,000 PA (Fixed 566038 + Variable 33,962) + Benefits include – Medical insurance up to INR 600,000; Gratuity; Stocks & shares – conditional benefit etc. and are requested to join us on or before 12th January 2022.

This offer is valid for a day from the time you receive it. Please indicate your acceptance of this offer by email within this time frame.

Please bring the following documents along with you when you come for joining:

1. One Passport size photograph (White Background)
2. Proof for Date of Birth
3. PAN card
4. Qualification Certificates (Original for verification and photocopies copies for our reference and record)
5. Copy of Passport (if any)
6. Address proof (Permanent/ Current)

Further information will be provided in the Joining Letter that you will receive at the time you join the company. Included in this Joining Letter are standard terms regarding the notice of termination or resignation which are provided below for your reference:

"Notice of termination/resignation: 30 days' notice on either side with the Company retaining the right to pay half month's salary in lieu of the notice."

Yours sincerely,

Satyam Pattnaik

Satyam Pattnaik
VP Human Resources – India



Registrar
The IHMR University
1, Prabhu Dayal Marg

DRG Analytics & Insights Private Limited **Near Sangner Airport, Jaipur-302029**

Registered Office :

CR2, 12th & 11th Floor, Prestige Shantiniketan, ITPB Main Road, Sadaramangala Village,
Krishnarajapuram Hobli, Bangalore East Taluk, Bangalore - 560 048, Karnataka, INDIA.
T : +91 80 4656 0000, www.DecisionResourcesGroup.com
CIN-U74900KA2015FTC080238

Gurugram Office :

12th Floor, Building 10B, DLF Cyber City,
DLF Phase II, Gurugram - 122002, Haryana, INDIA
T : +91 124 4816000, www.DecisionResourcesGroup.com
CIN-U74900KA2015FTC080238

1. Statutory Benefits

- a. You will be not be eligible to statutory benefits such as provident fund and gratuity, as detailed in the Additional Terms and Conditions of Employment, and under any applicable law or policy in force from time to time.

2. Leave

You will be entitled to **avail annual leave** every year in accordance with our 'Time Off Policy'. The leave entitlements made available to you have been clubbed for administrative convenience. Leave eligibility will be based on the location of work, please refer 'Time Off Policy' for more details. Leave will be calculated on a pro-rata basis during the first calendar year of service. Unutilized leaves cannot be carried forward or encashed.

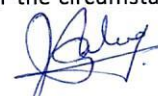
3. Company Policies

- a. During the term of your employment, you shall comply with all of the Company's policies, made available to you, including without limitation, the Company's code of conduct, Anti-Bribery policy, Anti-Fraud policy and any other policy implemented by the Company by whatever name called (together, "Company Policies"; each a "Policy"). As an employee of the Company you shall uphold the Company Policies, including any modifications, alterations, additions, deletions or replacements which the Company may undertake at its sole discretion.

The Company Policies are integral to the Company and are an important source of guidance to the Company's employees as to the standards of conduct expected of each of the Company's employees. While no document could possibly cover every question or circumstance with regard to your conduct as the Company's employee, the Company Policies provide guidance on some of the issues that are critically important to the Company. Just as important, the Company Policies can help you identify when it's time to ask for guidance from your manager, a Company's human resources business partner or a Company's lawyer.

You may be asked for a written, signed or electronic acknowledgement with respect to certain Company Policies. If so requested, please acknowledge that you have received access to and have read those Company Policies and that you understand your obligations to comply with their terms. Regardless of whether you have provided such written or signed acceptance, you expressly agree that each of the Company Policies are binding on you and that it is important for you to comply with them at all times, sometimes even after the termination of your employment. If you have computer access, you will likely be able to submit your acknowledgment electronically. Information will be provided to you as to how to submit your electronic acknowledgment. If you do not have computer access, and if required by the Company, you should sign a copy of the acknowledgment form as provided by your local human resources department.

- b. The Company reserves the right to terminate your employment at any time if it does not receive your signed acknowledgement with respect to certain Company Policies. In any case, you acknowledge that non-compliance with any of the Company Policies may result in disciplinary action against you, including, where the Company considers necessary under the circumstances, termination of your employment.



Registrar

DRG Analytics & Insights Private Limited

The IIMR University

1, Prabhu Dayal Marg

Jaipur Sanganer Airport, Jaipur-302029

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- c. You acknowledge that it is your responsibility to know and keep yourself updated with respect to the Company Policies from time to time. Please get in touch with the relevant human resources team for assistance on where and how you may access the Company Policies.
- d. You acknowledge that the Company continues to operate in a dynamic environment due to which it may from time to time be necessary for the Company to make changes to its Company Policies. You therefore acknowledge and agree that the Company may, from time to time at its discretion, revise, modify, add, delete or replace any of the Company Policies in accordance with applicable laws. You hereby agree to be bound by all such changes to the Company Policies.

4. Confidentiality

- a. You acknowledge that information of a confidential nature pertaining to the Company or any other Group Company may come into your possession or become otherwise known to you in the course of your employment. Such information shall include (but not be limited to) trade secrets, know-how, business processes, product information, intellectual property, pricing, business strategy, customer lists, supplier terms and conditions, employment practices, employee particulars, financial information, etc. All such information is called "Confidential Information" and is more fully defined in Clause 1(a) of the Confidential Information and Invention Assignment Agreement, which is Annexure IV to this Letter.
- b. During the course of your employment and thereafter, you will keep strictly confidential, all Confidential Information as defined above, and shall not use the same for any purpose other than for the performance of your duties as an employee of the Company. Specifically, you will not disclose it to any third party, except to the extent necessary for you to perform your duties as an employee of the Company, and provided you take appropriate and reasonable steps to make sure such third party understands the confidential nature of the Confidential Information and is appropriately bound by confidentiality obligations consistent with these terms or are more stringent, as the circumstances may warrant.
- c. You shall also execute the Clarivate Analytics Confidential information and Invention Assignment Agreement in a form attached as Annexure IV herein, under which you will have the obligations to keep Company's proprietary information confidential.

5. Intellectual Property Rights

Your employment with the Company shall at all times be subject to your signing (and acting in a manner consistent with) an undertaking in favour of the Company vesting in the Company all intellectual property rights in the works created by you in accordance with the Clarivate Analytics Confidential Information and Invention Assignment Information attached to this Letter as Annexure IV.

For Company

Satyam Pattnaik

Satyam Pattnaik

VP Human Resources – India

ACKNOWLEDGED AND AGREED

Name: Astitva Gupta

Date: 25th January 2022

Astitva Gupta

Registrar

DRG Analytics & Insights Private Limited

The IHMR University

1, Prabhu Dayal Marg

Near Sanganeer Airport, Jaipur-302029

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CIN-U74900KA2015FTC080238

Anita Thapa

From: ayushi seetha <ayushiseetha98@gmail.com>
Sent: 20 December 2021 14:01
To: Ms. Anita Thapa
Cc: Bhaskar Gupta
Subject: Fwd: Offer Letter for Trainee Key account manager -Sales
Attachments: Offer Ayushi seetha.pdf

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: YMDM (Mandar Mohan Mane) <YMDM@novonordisk.com>
Date: Sat, Dec 4, 2021, 1:13 PM
Subject: Offer Letter for Trainee Key account manager -Sales
To: ayushiseetha98@gmail.com <ayushiseetha98@gmail.com>
Cc: MDWN (Mridul Nehru) <mdwn@novonordisk.com>, SIRV (Supriya Ranadive) <SIRV@novonordisk.com>

Dear Ayushi,

Congratulations! It is our pleasure to offer you the position of **Trainee Key Account Manager** in Novo Nordisk India Pvt Ltd. We hope that this will mark the beginning of a life-changing career for you; a career that will bring you exciting opportunities, and where you can positively impact the lives of people with Diabetes, Haemophilia & Growth Hormone disorders.

Novo Nordisk is growing rapidly in all parts of the world. Wherever you are, the role of managing people is key to our future success. This means that we expect you to deliver business results through individual and team performance by engaging and collaborating with people. Also part of your new job is to be a role model of the 'Novo Nordisk Way'. The 'Novo Nordisk Way' defines the way we do things at Novo Nordisk and you will be the one to make the Novo Nordisk Way work in practice, to interpret it in your department together with your people, and to implement it in the daily work.

You will be part of SOAR program which is one of the flagship initiative under Novo Nordisk India Diversity aspiration in Sales Domain. We are sure you will enjoy this learning journey which will benefit in your long term career with Novo Nordisk.

Attached is a breakup of the offer, the detailed appointment letter shall be shared at the time of joining. Please note that this offer is valid subject to receipt of your acceptance within two working day of the offer release. If you are currently employed then requested to share a copy of your resignation acceptance or screenshot of mail specifying your resignation acceptance and date of relieving in your current organization. We are confident that you will contribute to the success of Novo Nordisk and we look forward to having you in our team.

As a part of the joining process you would be required to undergo a medical examination before your joining date. We would also be administering a reference and background verification. Your appointment is subject to the certifying of your medical fitness and your background check meeting the employment qualifications of the company.

Note: Your joining date will be **13th December 2021**. You will undergo detailed induction program starting from **13th December 2021** at **Bangalore**. Travel & accommodation arrangement will be done by us. We will confirm your working Headquarter during induction program.

Registrar
The IIMB University
1, Prabhu Dayal Marg
Near Sangner Airport, Jaipur-302029

Best regards,

Mandar Mohan Mane

P&O Manager

ymdm@novonordisk.com

Novo Nordisk India Private Ltd. | Plot No.32, 47 - 50 | EPIP Area, Whitefield | Bangalore - 560 066 | +91 80 4030 3200
(switchboard) | novonordisk.co.in | Facebook | LinkedIn | Instagram | Twitter

This e-mail (including any attachments) is intended for the addressee(s) stated above only and may contain confidential information protected by law. You are hereby notified that any unauthorised reading, disclosure, copying or distribution of this e-mail or use of information contained herein is strictly prohibited and may violate rights to proprietary information. If you are not an intended recipient, please return this e-mail to the sender and delete it immediately hereafter. Thank you.

Name Ayushi seetha
Designation Trainee Key Account Manager

Salary Components	(INR pa)
Basic salary	277,500
HRA	138,750
Special Allowance	90,625
Leave Travel Allowance	25,000
Exgratia / Bonus	23,125
Total Guaranteed Salary per annum (A)	555,000
Co's contribution to PF @ 12% of basic	33,300
Gratuity	13,348
Total Retirals per annum (B)	46,648
Total Fixed Salary per annum (A + B)	601,648
TOTAL COST TO COMPANY (A+B)	601,648


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Near Sanganer Airport, Jaipur-302029



05/20/2022

Tejaswini Bathala

H.no.87-482-1, Srinagar Colony, Kurnool, Andhra Pradesh

Kurnool, 518002
India

Dear Tejaswini,

We are pleased to extend to you an offer of employment with DH Healthcare Software Services India Pvt. Ltd. of Dedalus ("Dedalus" or "The Company"). This offer letter confirms the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by Dedalus or an appropriate third party, and the results of such background checks being favorable in Dedalus' reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Dedalus. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At Dedalus, we are excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Rachel Harman

Rachel Harman [May 20, 2022 17:54 GMT+5.5]

Rachel Harman, Global HR Business Partner
DH Healthcare Software Services India Pvt. Ltd


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

DH HEALTHCARE SOFTWARE SERVICES INDIA PRIVATE LIMITED
CIN: U72900TN2020FTC139149

Registered Office: Ground Floor, Citius A Block Olympia Tech Park, Guindy Chennai – 600032 | www.dedalus.eu/en/



05/20/2022

Tejaswini Bathala

H.no.87-482-1, Srinagar Colony, Kurnool, Andhra Pradesh

Kurnool, 518002
India

Dear Tejaswini,

Welcome to Dedalus! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Business Analyst at DH Healthcare Software Services India Pvt. Ltd. of Dedalus ("Dedalus" or "The Company").

Your employment with the Company will be on the following terms and conditions:

Commencement and Term of Employment:

- a. Your effective date of employment with the Company will be 05/23/2022
- b. Employment will be for an indefinite term subject to termination according to the terms of this Agreement and in accordance with applicable law.
- c. On the Joining Date, you are expected to report at CITIUS-A Olympia Technology Park - 6th Floor No.1 SIDCO Industrial Estate Chennai, Tamil Nadu 600032 at 9:00 am to complete your joining formalities.

Compensation and Benefits

- a. Salary
Your Fixed Gross Salary will be INR 600,000.00 per annum and Total Gross Salary will be INR 600,000.
- b. Basic Pay
You will be eligible for a Basic Pay which will be INR ₹240,000.00.
- c. Provident Fund
You will be eligible to receive statutory provident fund benefits in accordance with the provisions of the Employees Provident Funds and Miscellaneous Provisions Act, 1952.

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1, Prabhu Dayal Marg
Near Sangamner Airport, Jaipur-302028



d. Gratuity

You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

e. Insurance

Medical Insurance coverage is extended to employee, spouse and up to two children on a family floater basis for INR 500,000. You have an option to top it up by INR 200,000 or INR 400,000 or INR 600,000 or INR 800,000 by paying an additional premium. You can also cover parents/in laws by paying premium in the same floater. Group personal accident insurance (GPAP) coverage is 3 times of Fixed Gross Salary or INR 1,000,000 whichever is higher. Group term life insurance coverage is 2.5 times the Fixed gross salary. The premium payable for these insurance benefits forms a part of your compensation.

Additionally, if you come within the purview of the Employee State Insurance Act, 1948, you will be eligible for coverage as per the said Act. Your share of contribution along with the company's share of contribution will be remitted, as per the said Act.

f. Flexible Benefits

You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the amount as mentioned in Fixed Gross Salary after allocation to (1) Basic Salary, (2) PF, (3) Bonus Advance, if applicable. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

As discussed you will be entitled to one time joining bonus of INR ₹50,000.00 less applicable taxes and statutory deductions, in the event of you joining us on or before 05/23/2022. The amount will be paid via first payroll cycle after your joining, subject to completion of joining formalities and other documentation. Please note that this amount is paid to you in advance and will fully accrue to you upon completion of a continuous tenure of 12 months with the Company. Should you leave the company before completion of one year, the bonus paid to you will be fully recoverable and may be deducted from your full and final settlement. Any tax liability arising due to recovery of this payment as per income tax act and rules will be borne by you.

Probation:

You will be on probation for a period of six months from the joining date. At the end of the probation period of six months your performance will be assessed and your employment with the Company will be confirmed subject to your satisfactory performance.

The Company reserves the right to extend your said probation period for a further period of three months. During your probation period, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

Working-Hours and Leave:

The work timings are at the sole discretion of the Management and would normally consist of a 45 hour work week. These are subject to change as per business requirements. Same numbers of work hours are expected even when you are on an assignment abroad unless communicated otherwise by an entity of the company. The general working hours will be 9:00 am to 6:30 pm., Monday through Friday, with half hour break for lunch. Employees may also be expected to work in shifts based on business requirements. Your weekly offs, public holidays, leave rules etc. will be governed by the internal policies of the Company. You would be operating from any location and in any shift, including night shift, as may be advised by the Company keeping in mind business needs and deliverables to its customers.

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**Maternity Leave:**

Women employees are entitled to twenty-six (26) weeks paid at 100% of fixed compensation for maternity leave. This benefit can be availed for a period extending up to eight (8) weeks before the expected delivery date and remaining eighteen (18) weeks can be availed post childbirth. Adopting mothers and 'commissioning mothers' are eligible for twelve (12) weeks maternity benefit from the date the child is handed over. Please refer to the Company's leave policy for more information including for information on other categories of leave that are available.

Transferability:

During your employment with the Company, your services can be transferred to any of the locations in India or abroad or any function or department or platform or technology within Company offices or client locations or any associate or subsidiary company of the Company whether existing or to be set up in future on the same terms and conditions at the sole discretion of the Management. The benefits linked to such transfers will be governed by the respective Company policy in force from time to time.

Non-Disclosure:

Due to the proprietary nature of our products and services, all employees are expected to maintain the highest level of confidentiality and will be required to sign an agreement not to disclose any information with respect to the Company. Your salary details are confidential; failure to maintain confidentiality will invite disciplinary action and may even result in termination of your services as per the policy of the Company. On or before the Joining Date, you will be required to execute the Company's Non-Disclosure Agreement.

Business Code of Conduct and Ethics:

All employees are expected to maintain the highest level of ethical conduct and are required to sign our Code of Ethical Business Conduct / Conflict of Interest certificate. Any instance of improper conduct including but not limited to misconduct, gross negligence or abandonment of the position to which you have been appointed shall constitute sufficient grounds for immediate termination of your services without any notice or payment in lieu of.

Information Security:

All employees are expected to maintain the confidentiality and integrity of the information assets and comply with the Information Security Policies. Employees are expected to maintain confidentiality of information residing in mobile computing devices such as portable laptops, notebooks, palmtops, other transportable computers and storage media. Employees are responsible for maintaining information security outside the premises of organization and outside the normal working hours.

Notice for Termination:

The written notice required for termination of employment by either party will be in accordance with the following:

1. 2 months for Level 1 to 6
2. 3 months for Level 7 and above

For clarity purposes, please note that your notice period will be dependent on your Level at the time of your separation with the Company irrespective of the reason for separation. You would be required to serve the stipulated notice period and early release would be at the sole discretion of the Management. In case you leave your employment without giving requisite notice, no relieving letter will be issued and settlement of dues will be at the sole discretion of the Management. Notwithstanding the above, the Company will not be obligated to provide notice or payment in lieu if your employment is terminated due

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to misconduct or violation of Company policies.

Service Agreement:

Post your joining, should you accept any specialized training whether in India or abroad, you will be required to commit to serve the Company for a minimum period of 12 months as per the Company policy. You will be required to enter into a Service Agreement, as per the Company's policy on Training, supported with a Guarantee in the form and manner decided by the Company. You are under no obligation to accept any training requiring a commitment to serve the Company on your part. However, once accepted by you, it will be a binding contract.

Retirement Age:

All employees on rolls of the Company will retire from the services of the company on reaching the age of 60.

Non-Smoking Policy:

Smoking is prohibited in the office premises other than the specifically assigned zones, if any.

Data Protection:

The Company will collect and process certain personal information in relation to your employment with the Company. You hereby understand, agree and consent to the collection, use, storage and processing of your personal information, including Sensitive Information, for the purpose of administering your employment with the Company. You also agree and consent to the transfer of your personal information and Sensitive Information to the Company's affiliates, parents, and third-party service providers, for the purpose of administration of your employment, including but not limited to employment related benefits and records, as well as background verification.

The term 'Sensitive Information' means and includes such personal information that relates to the employee's password, physical, physiological and mental health condition, sexual orientation, medical records, financial information and biometric information. You hereby consent to the processing of your personal data, including Sensitive Information, in the manner described above, whether by the Company or any service provider on behalf of the Company.

Joining Formalities:

You are required to contact the HR department on the Joining Date and submit to them a copy of the following documents for joining:

- Relieving letter(s) / Acceptance of resignation from all your previous organizations
- Experience letter(s) from all your previous organizations
- Photocopies of all educational certificates (Class X onwards)
- Mark sheets / Consolidated mark sheets of all educational qualifications (Class X onwards)
- Three recent passport size photographs
- All relevant pages of your Aadhaar card, Passport, Driving License and PAN card
- Last month Pay-slip of your last organization / Form 16 of the last financial year / Last month bank statement depicting salary credit from your last organization

Please bring originals of all documents which will be returned to you after verification except service agreement which will be retained by the Company (if applicable).

This offer/appointment is subject to the condition that you indemnify and also certify that all the information (like educational qualifications, work experience, past salary drawn and all other

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information) supplied by you to the Company to get an employment with the Company, is accurate and nothing has been given untrue. If it is later found that you had supplied inaccurate/untrue/false information, then the Company reserves the right to terminate your services without any notice and seek appropriate damages or reimbursement of financial expenses incurred towards your training, relocation, any other allowances, etc. This is without prejudice to any other rights which the Company may have against you.

Dispute Resolution:

The terms of your employment shall be governed by the laws of India and Courts in Chennai shall have exclusive jurisdiction to determine and decide any disputes arising here from.

The Company reserves the right to change the terms and conditions of your employment and its policies and procedures at any time.

We are excited about your decision to join us and wish you a long successful career with the Company.

Thanking You,

Yours Sincerely,

Rachel Harman, Global HR Business Partner
DH Healthcare Software Services India Pvt. Ltd

Annexure II**Flexible Benefits Plan Guidelines**

Upon joining, subject to total salary entitlement, employee has the option to re-structure the flexi salary by selecting from a pool of allowances given below.

House Rent Allowance

0 - 50% of annual basic salary. To be supported by at least one receipt per quarter (as proof of rent paid) from the landlord.

LTA

Can be claimed for Income Tax benefit twice in a block of 4 yrs as declared by IT Ministry. Maximum amount of Rs 2,00,000 per annum can be allocated.

Meal Coupon

Maximum of Rs 26,400 per annum. The entire amount becomes tax free.

Transport Allowance

Maybe used to opt for Company Car Lease if in levels Professional 1 and above. If car not availed, tax exemption as per conveyance allowance limits in tax rules are provided.

Fuel, Maintenance & Chauffeur Allowance may be claimed from Transport Allowance for both company car and self-owned car subjects to limits defined in the policy.

Telephone / Broadband Reimbursement

Telephone and broadband expenses reimbursement can be opted from within kitty from flexible

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Near Sangam Airport, Jaipur-302029



benefits as per policy.

Please note that the benefits outlined herein are subject to change at the sole discretion of the Company.

Thanking You,

Yours Sincerely,

Rachel Harman

Rachel Harman (May 20, 2022 17:54 GMT+5.5)

Rachel Harman, Global HR Business Partner
DH Healthcare Software Services India Pvt. Ltd

I accept the above referred Pay and Benefits and the general terms and conditions of employment

Tejaswini Bathala

Candidate Physical Signature (to be completed first day of work):

I accept the above referred Pay and Benefits and the general terms and conditions of employment

First Name Middle Name Last Name

Date

Place

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

2nd Feb 2022
Bhaskar Gupta
BD Associate

Subject: Offer Letter

Dear Bhaskar,

Welcome to the FARE Labs Family!!

This is with reference to your application followed by round(s) of interviews, you had, and we are pleased to make an offer to you for the position of **BD Associate** on a CTC of **Rs 6,60,000 (Six Lakhs & Sixty Thousand only)** including PF & other deductions.

You are requested to join on **21st March 2022 at 9.30am** and meet the undersigned to complete joining formalities followed by induction. Kindly carry originals and copies of the following documents.

- Copies of your educational testimonials
- Reliving letter of your last company along with three months' salary slip
- PAN card and Aadhar Card
- Two Passport size Photographs for opening bank account
- Your previous company PF record for transfer
- Any other specific document(s) required by HR

Your Appointment Letter will be handed over after verification and due diligence, which will outline terms of appointment, benefits associated with employment, probation period, annual leaves, and breakup of salary etc., as already discussed with you at the time of interview.

Our working hours are from Monday through Saturday from 9.30am to 7.00pm with lunch and tea breaks.

This offer letter stands valid only on the submission of documents mentioned above or any other document mentioned by HR, to be submitted on the date of joining or thereafter. Non submission of any required document will nullify this offer and can't be deemed valid under any circumstances.

Once again, We Welcome you and look forward to fulfilling years with FARE Labs.

For **FARE Labs Private Limited,**

Girija S. Giri
[HR Manager]


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

Dr. Meenakshi Tripathi
[President]

I understand this offer is conditional upon submission of required documents on the date of joining or as required by the HR

Accepted (Name.....) Signature Date.....

Medical Fitness Certificate

Medical Fitness Certificate to be obtained from a competent medical authority not less than a Civil Surgeon rank or equivalent. Please note that FARE Labs Pvt Ltd will not facilitate any medical supervision. Besides this, please note that participants must take i) Typhoid, ii) Hepatitis A, iii) Hepatitis B, and iv) Chicken Pox vaccine either before arriving or immediately after arriving at the Office premises. Doctor's certificate needs to be produced to that affect.

Certificate

I hereby certify that I have examined Mr./Ms. _____, a candidate for employment at Farelabs Pvt. Ltd. I cannot discover that he/she has any disease, constitutional affliction or bodily infirmity except _____. I consider/do not consider (strike out whichever is not applicable) this a disqualification for employment at Farelabs Pvt. Ltd.

His/her age, according to his/her own statement, is _____ years and by appearance about _____ years.

Mr./Ms. _____ has been vaccinated against the following:

- a) Typhoid
- b) Hepatitis A
- c) Hepatitis B
- d) Chicken Pox

Mark(s) of Identification: _____

(Signature of the Candidate)

(Signature of Civil Surgeon/

Assistant Civil Surgeon/ Medical Officer)

Registration No. _____ Seal of Hospital: Date: _____ Place: _____
_____ Hospital Address: _____


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

2nd Feb 2022
Bhaskar Gupta
BD Associate

Subject: Offer Letter

Dear Bhaskar,

Welcome to the FARE Labs Family!!

This is with reference to your application followed by round(s) of interviews, you had, and we are pleased to make an offer to you for the position of **BD Associate** on a CTC of **Rs 6,60,000 (Six Lakhs & Sixty Thousand only)** including PF & other deductions.

You are requested to join on **21st March 2022 at 9.30am** and meet the undersigned to complete joining formalities followed by induction. Kindly carry originals and copies of the following documents.

- Copies of your educational testimonials
- Reliving letter of your last company along with three months' salary slip
- PAN card and Aadhar Card
- Two Passport size Photographs for opening bank account
- Your previous company PF record for transfer
- Any other specific document(s) required by HR

Your Appointment Letter will be handed over after verification and due diligence, which will outline terms of appointment, benefits associated with employment, probation period, annual leaves, and breakup of salary etc., as already discussed with you at the time of interview.

Our working hours are from Monday through Saturday from 9.30am to 7.00pm with lunch and tea breaks.

This offer letter stands valid only on the submission of documents mentioned above or any other document mentioned by HR, to be submitted on the date of joining or thereafter. Non submission of any required document will nullify this offer and can't be deemed valid under any circumstances.

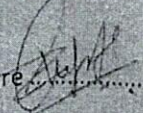
Once again, We Welcome you and look forward to fulfilling years with FARE Labs.

For FARE Labs Private Limited,

Girija S. Giri
[HR Manager]


Registrar Dr. Meenakshi Tripathi
The IIHMR University [President]
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

I understand this offer is conditional upon submission of required documents on the date of joining or as required by the HR

Accepted (Name: BHASKAR GUPTA) Signature:  Date: 03/02/22

Medical Fitness Certificate

Medical Fitness Certificate to be obtained from a competent medical authority not less than a Civil Surgeon rank or equivalent. Please note that FARE Labs Pvt Ltd will not facilitate any medical supervision. Besides this, please note that participants must take i) Typhoid, ii) Hepatitis A, iii) Hepatitis B, and iv) Chicken Pox vaccine either before arriving or immediately after arriving at the Office premises. Doctor's certificate needs to be produced to that affect.

Certificate

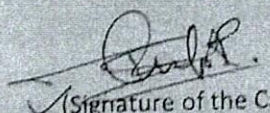
I hereby certify that I have examined Mr./Ms. Ashokan Gupta
a candidate for employment at Farelabs Pvt. Ltd. I cannot discover that he/she has any disease, constitutional affliction or bodily infirmity except nil.
I consider/do not consider (strike out whichever is not applicable) this a disqualification for employment at Farelabs Pvt. Ltd.

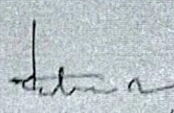
His/her age, according to his/her own statement, is 25 years and by appearance about 25 years.

Mr./Ms. A. Ashokan Gupta has been vaccinated against the following:

- a) Typhoid
- b) Hepatitis A
- c) Hepatitis B
- d) Chicken Pox

Mark(s) of Identification: A Scar on Left eye corner.


(Signature of the Candidate)


(Signature of Civil Surgeon/
Assistant Civil Surgeon/Medical Officer)

Registration No. Rmc 13796

Seal of Hospital: Date 3/2/23

Place: Jaipur

Hospital Address:

Shriyash Hospital 112/SP-5 Prithvi Nagar Jaipur



Registrar

The IIHMR University

1, Prabhu Dayal Marg

Near Sanganeer Airport, Jaipur-302029

February 07, 2022

Ms. Chaitali Dileep Desale

Dear Ms. Chaitali Dileep Desale,

It gives us great pleasure to extend to you an offer to join our Organization as "Executive Trainee" in India Formulations.

We believe there is an excellent match between your skills and the career opportunities available to you as a member of our Organization.

Your total compensation will be **Rs. 4.50 Lacs p.a.**

You will be required to carry the following documents on joining.

1. Certified photocopies of educational certificates (10th, 12th, Graduation & (post-graduation if any)
2. Passport size photographs
3. PAN card copy
4. Passport copy
5. Cancelled cheque copy
6. Previous relieving letter and experience letter
7. Aadhar card copy.
8. Address proof
9. PF and Gratuity details

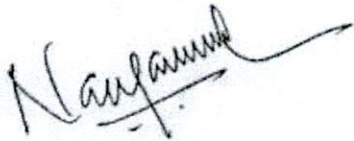
Please sign this letter as a token of your acceptance of our offer and return it to the undersigned. You are required to join as early as possible but not later than **July 01, 2022**.

We are confident about you making significant contribution to the company's business.

Thanking you.

Yours faithfully,

For **GLENMARK PHARMACEUTICALS LTD.**



Dy. GENERAL MANAGER - HUMAN RESOURCES


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

Glenmark Pharmaceuticals Ltd.

Glenmark House, B. D. Sawant Marg, Andheri (East), Mumbai - 400 099, India

T: 91 22 4018 9999 F: 91 22 4018 9986 CIN No: L24299MH1977PLC019982 W: www.glenmarkpharma.com

Registered office: B/2, Mahalaxmi Chambers, 22 Bhulabhai Desai Road, Mumbai - 400 026 E: complianceofficer@glenmarkpharma.com

Desale

Emp. Name: Ms. Chaitali Dileep Desale

Designation: Executive Trainee

Annexure A

Salary Components	INR Per Month	INR Per Annum
Basic Salary - A	11,256	1,35,072
House Rent Allowance	5,628	67,536
Education Allowance	200	2,400
Medical	1,250	15,000
Kit Maintenance Allowance	300	3,600
Soft Furnishing Allowance	300	3,600
Personal Pay	13,887	1,66,639
Total Allowances - B	21,565	2,58,775
Total Monthly Salary - C (A+B)	32,821	3,93,847
Retirement Benefits		
Provident Fund	1,800	21,600
Gratuity {4.81% of Basic Salary} **	541	6,497
Total Retirement Benefits - D	2,341	28,097
Annual Allowances		
LTA		11,256
Annual Bonus*		16,800
Total Annual Allowances - E		28,056
Gross Salary - F (C+D+E)		4,50,000
** Gratuity will be payable as per Gratuity Act.		
*Annual Bonus is an indicative annualized amount.		

Kalug

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

Glenmark Pharmaceuticals Ltd.

Glenmark House, B. D. Sawant Marg, Andheri (East), Mumbai - 400 099, India

T: 91 22 4018 9999 F: 91 22 4018 9986 CIN No: L24299MH1977PLC019982 W: www.glenmarkpharma.com

Registered office: B/2, Mahalaxmi Chambers, 22 Bhulabhai Desai Road, Mumbai - 400 026 E: complianceofficer@glenmarkpharma.com



Outlook

Confirming the Employment of Debasis Das

From ManasRanjan <mranjan@cognitrex.in>

Date Mon 8/1/2022 5:59 PM

To Placements <placements@iihmr.edu.in>

Cc Human Resource <hr@cognitrex.in>; Ila Rout <ila@cognitrex.in>; Saurabh Kumar <saurabh@iihmr.edu.in>; debasisdas <debasisdas@cognitrex.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,

I trust you must be doing great.

I would like to confirm that Mr. Debasis Das is working with us since May 15, 2022 as Market Research Associate. He joined us as an intern on March 6th, 2022 and successfully completed his 2 months internship with us. Then based on his performance he was offered a Job with us as Market Research Associate and the offered CTC- 3,00,000 pa.

Thanks and Kind Regards

ManasRanjan

Director

Cognitrex Consultants Pvt Ltd

Registered Office : B1/11, (B1 Block), Sector 57, Sushant Lok, Phase 3, Gurgaon (Haryana) 122003

Branch Office : A/003, 1st Floor, (A Block), Sector 57, Sushant Lok, Phase 3, Gurgaon (Haryana) 122003

Board line : +91-124-410 1356/410 3352

Cell : +91-9911504735

Website : <http://cognitrexindia.com>

Have Masks - Get Your Vaccination

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



CONFIDENTIAL

28th March, 2022

Mr. Dhiyanesh Sathyaseelan

Dear Dhiyanesh,

RE: LETTER OF OFFER FOR EMPLOYMENT WITH AFRICARE BUSINESS MANAGEMENT AND VENTURES

We are delighted to extend this offer of employment for the position of **Deputy Manager – Management Trainee** with **Africare Business Management and Ventures** based in Kenya but you can be transferred intercompany and or to any other Country the Company has representation, present or future.

Please find below the terms and conditions of your employment, should you accept this offer letter:

This offer letter is in regards to a full-time position for the period of the contract opportunity subject to your reference check and successful processing of work documents.

Position. Your title will be **Deputy Manager – Management Trainee**. While you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) as the same may create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments, license under use by another entity or other legal obligations that would prohibit you from performing your duties for the Company.

Remuneration. The Company will pay you **fixed salary** at the rate of **USD 1,700** per month, net of tax, payable in accordance with the Company's standard payroll schedule. This salary will be subject to adjustment pursuant to the Company's employee compensation policies which are applicable upon renewal/ extension of the contract.

Employee Benefits. The Company offers employee benefits dependent on band as is enumerated in **Annexure 1**.

Employment Relationship: Employment with the Company is for an initial period of **One Year** which can be renewed for another 12 months. You will be on probationary period for the **initial six months** and during this period, the notice period will be **15 days** in writing or pay **15 days'** salary in lieu of notice and post probationary period, your employment with the Company will be "at will," meaning that either you or the Company may terminate your employment in line with notice period of **One Month** and for any reason, with or without cause.

If during your period of service, you should wish to leave the Company, you must give the Company an equivalent of **One Months'** notice in writing or pay **One Months'** gross salary in lieu of notice and you shall have to bear the proportionate cost of the Work Permit issued by the Government of Kenya for the period remaining unserved.

Your job description, job title, reporting structure compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time the same will be

shared you in print duly signed and stamped. Such a change does not come with associated compulsory increment in remuneration.

Prior to signing the formal contract, the pre-requirement is submission of all documents, training report and submission of report of employment pre-medical test, the cost of which shall be borne by the employer.

The Company will do a background check verification (BCG) of the candidate either on its own or through its representatives. In case of any issue in the BCG report, the Company can withdraw the offer letter without any further explanations.

Termination. The Company will be entitled to terminate your employment for any reason other than for just cause, upon providing to you such minimum notice as required by law.

Privacy. You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee, records and any client's personal information will be in accordance with privacy legislation.

Tax Matters Withholding. All forms of compensation referred to in this letter agreement are subject to deductions to reflect applicable withholding and payroll taxes and other deductions required by law.

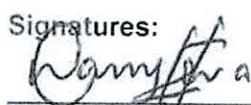
You may indicate your agreement with these terms and accept this offer by signing and dating this agreement.

Upon your acceptance of this employment offer, will provide you with the necessary employment contract.

Sincerely,

For: **Africare Business Ventures and Management**

Signatures:



Company Representative (Sign)

29.03.2022.

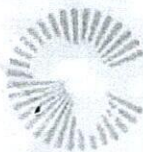
Date

Applicant (Sign)

Date



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



DECLARATION

I,, passport number....., confirm that I have read and understood the letter of offer dated **28th January, 2022**. I further confirm that I accept the terms and conditions of the offer and employment to be further detailed in the contract.

Signature: **Date:**

Annexure – 1

Title:	Deputy Manager – Management Trainee	
Date of Joining:	2nd May, 2022	
Band:	A3	
Components	USD (P.M.)	USD (P.A.)
Fixed Salary	1,700	20,400
Total (Cost to Company)	1,700	20,400
Other Benefits		
Company Car Housing Phone Travel Ticket	As per Company Policy	

Notes: (As per Company Policy)

- The salary mentioned above is net of tax paid to the employee and applicable local taxes will be borne by the Company and remitted to Kenya Revenue Authority (KRA).
- The benefits will be provided as per the Expatriate Policy and Band application.
- Medical facility will be provided as per the Company Medical Scheme.
- House allowance shall be provided as per the Company Policy if applicable.
- Travel ticket for self and family will be provided only once in a year, provided the family is also settled in Kenya with the employee.
- Work Permit for employee and family to be based in the country will be arranged by Company which is one-time cost of USD 5,000/-.


Registrar
The IHMR University
1, Prabhu Dayal Marg
Near Sangner Airport, Jaipur-302029

237



ZS Associates India Private Ltd.
Tower A4, DLF World Tech Park
Sector 30, NH-8, Gurgaon - 122002 (HR)
T | +91 124 679 7000
F | +91 124 679 7001
www.zs.com

January 21, 2022

CONFIDENTIAL

Dikshita Hatwar
Plot no.37 Besides Hudkeshwar Police station, BholeNagar
BholeNagar
Nagpur, Maharashtra 440032

Dear Dikshita:

We are pleased to extend you an offer to join ZS Associates India Private Ltd. ('ZS') as a Knowledge Management Associate - Intern in our Business Consulting group, to be based in our New Delhi office with a start date of February 7, 2022. As an intern, you will work directly with a project team, focusing primarily on one or more projects to give you a chance to learn about our firm. We hope that you give this opportunity with ZS serious consideration.

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. If you elect to spend your internship with ZS, I think you will experience our innovation and growth as you learn and contribute to our projects.

Salary: Your annual gross salary during your internship will be INR ₹520,000.00/Annually. All interns are paid on the last working day of every month. For salary details, please refer to Appendix 1.

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.

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 the following benefits as of your start date with ZS. Benefits described are subject to taxes based on the prevailing government guidelines.

Registrar
The IIMB University
1, Prabhu Dayal Marg
Near Sangner Airport, Jaipur-302029

Annual Leave and Holidays: 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, also on a pro-rata basis.

Insurance: We offer a group insurance plan to cover hospitalization expenses for employees and immediate dependents; parents residing in the same household may also be added with a benefit co-payment. Additionally, ZS provides some preventive healthcare coverage (Executive Health Check, medications, mental health, 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 and Transportation: 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. ZS will also provide shared daily commute transit for employees within defined geographic zones. For details please refer to Appendix 2.

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: We will provide relocation assistance to help you move closer to your ZS office. If you are relocating from another city, ZS provides the following support:

- ZS will provide a one-time relocation allowance of ₹10,000.00 through the second month's payroll. We expect you to arrange your own travel from your current base location to the ZS-provided accommodation and use this allowance against your travel expense. This internship allowance does not affect the relocation allowance (INR 60,000) mentioned in your full-time employment offer letter.
- Upon your arrival, ZS will provide and direct pay up to 2 weeks (14 days) of twin (shared) temporary guest house accommodation. This internship guest house accommodation replaces the accommodation mentioned in your full-time employment letter; you will not receive additional accommodation.

Employment and Confidentiality 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. To start your internship with ZS, you are required to sign the agreement.


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

Intern Orientation: ZS runs an orientation and training program for interns in the local office. This training program is designed to provide an overview of the problems you will solve and the skills you will develop as an intern.

Start Date and Formalities: We propose a start date of February 7, 2022. The internship will last till June 17, 2022. Please ensure that you report for work on the date indicated. 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

Termination: Either you or ZS may terminate the internship with 30 days written notice, with or without cause. Upon notice from either party, ZS may pay your basic salary and other contractual benefits in lieu of the unexpired notice period and/or may require you to take paid leave for all or part of the remaining notice period.

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 January 25, 2022.

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 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.


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

We look forward to you joining ZS and helping ZS (and you!) continue to grow and prosper in the future!

Sincerely,



Apoorva Aggarwal
Office Managing Principal

Signature:

Name as it appears on PAN card or passport:

Date Signed:



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

APPENDIX 1**Salary Break up Details**

ZS Associates (India) Pvt. Ltd.	
	Annual INR
ZS Gross	5,20,000
Basic	2,08,000
HRA	1,04,000
LTA	17,334
Special Allowance	1,90,666
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	10,000
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	


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

APPENDIX 2

Local Transport Service

Local Transport Service
We have divided the New Delhi region into 3 broad zones. This list, while comprehensive, is by no means exhaustive. If you are planning to relocate to, or current reside in, New Delhi, we recommend that you find housing ideally within Zone 1 (preferred locations) or within Zone 2 (other localities some distance away from the office). If you choose to live in one of the Zone 3 localities, you would need to come to the closest "pickup node" by a specific time, and ZS transport would be provided to the office from this location. This is the current transport arrangement and zoning; however, this arrangement may change in the future based on business needs.
Zone 1: Ideal Entire Gurgaon region
Zone 2: Acceptable Faridabad, South Delhi, Central Delhi, West Delhi and East Delhi Locations The following areas will not be considered to be part of this region: Anand Parvat, Sadar Bajar, Darya Ganj, Chandini Chowk, Sabji Mandi, Chawdi Bazar, Pahad Ganj, Jama Masjid, Jahangir, Puir, Adarsh Nagar, Model Town, Timar Pur, Mukharjee Nagar, Kingsway Camp, Wazir Bad, Wazir Pur, Buradi, Narela, Samay Pur Badli, Rithala, Nangloi, Mangol Puri, Bhajan Pura, Sarai Kale Kha, Yamuna Vihar, Dilshag Garden, Shahadra, Gandhi Nagar, Seelam Pur, Krishna Nagar, Geeta Colony, Shastri Nagar, Seema Puri, Loni Road, Suraj Mal Vihar, Jhil Mil Colony, Mundka, Karawal Nagar, Dayal Pur, Sonia Vihar, Vivek Vihar, Jagat Puri, Madan Pur Khadar, Sarita Vihar, Badar Pur, Jasola Vihar, Taj Pur, Meetha Pur, Tuglaka Bad, Azad Pur, Ballabh Garh, Bahadur Garh, Najafgarh, Rewari, Tawdu, Sohna, Manesar.
Zone 3: No service Noida, Gaziabad or other areas not covered in the Ideal and Acceptable zone.

For more details on the transportation guidelines, please contact Mohit Tomar (mohit.tomar@zs.com) from the transport team.


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



ZS Associates – Compensation Annexure
Confidential - For College Training and Placement team use only

Cash component	800,000	ZS Gross
	75,000	Joining Bonus
	60,000	Relocation
	18,000	Broadband
	80,000	Performance bonus up to 10% of ZS gross
	150,000	12 th month payout of ELRP ¹
	21600	Provident Fund
	14000	Gratuity (payable on completing 5 years of continuous service with ZS Ind Pvt Ltd as per the payment of gratuity act 1972)
Estimated 1st year earning potential (without Gratuity)	1,204,600	
Non-Cash Benefits (Amounts are indicative of what you are entitled for or ZS would undertake as cost)²	400,000	Group Medical Insurance. Employee can nominate up to 5 dependent family members
	1,000,000	Accidental Policy – sum assured
	2,250,000	Life Insurance Cover - 3 times of your annual gross salary
	5,000	OutPatient Department (OPD) expense coverage
	5,000	Executive health Check Ups - Annual Executive Health Check-up facility through a leading hospital chain for all employees and their spouses
	Leaves: 25 days of vacation per calendar year and up to 7 days of sick leave on Pro-rata basis Meals: Breakfast, Lunch, Dinner and Snacks served in office on all working days Day care reimbursement (for women ZSers): INR 7000 monthly, for children aged 0-12months and INR 4000 monthly, for children aged 13 months to 4 years Local Transportation: A shared pickup/drop from residence to office for all employees residing within defined zones 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 - 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.	

ELRP¹: As you get to the subsequent years in ZS, apart from the above-mentioned cash and non-cash benefits, you will be entitled for a confirmed bonus under the Emerging Leader's Rewards Program (ELRP). ZS values the long-term contribution of our people towards the organization and the expertise they build along. In recognition of this, ZS offers an additional reward to our 'Emerging Leaders' for staying on and building their careers with us. This reward, if paid in its entirety is INR 900,000 and will be paid out across the 12th, 24th, 36th and 48th months of completion with ZS. If you choose to leave ZS within 6 months of receiving any of the ELRP payouts, you will be expected to pay back the last payout in its entirety.

Pay-out months	Tenure in Months (from date of joining ZS India)				Total = 9,00,000
	On completion of 12 months	On completion of 24 months	On completion of 36 months	On completion of 48 months	
	INR 1,50,000	INR 1,50,000	INR 2,50,000	INR 3,50,000	

Note: Your ZS gross will also be appraised and the same will have a resultant effect on your performance bonus as you get to year two and subsequently in the following years.

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²Disclaimer- All related amounts of Non-Cash Benefits (including Group Medical Insurance, Accidental Policy, Life Insurance Cover and Executive Health Checkups) are subjected to annual update at complete discretion of ZS Associates India Private Limited.

Gratuity: Once 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.

Provident Fund: When you begin employment with ZS, you will be enrolled in a Provident Fund account. The primary objective of this program is to provide long-term financial security for ZS employees, 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.


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Placements

From: N Satheeshkanna </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=7292C96673EF49F6A6C97D941A762C88-SATEESHKANN>
Sent: 14 July 2022 10:41
To: Placements
Cc: Anita Thapa
Subject: FW: Offer Letter - Dishi Chaudhary

From: Vantage HR <hr@vantageorganicfoods.com>
Sent: 26 May 2022 10:52 AM
To: Dishi Chaudhary <dishi.j20@iihmr.in>
Cc: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: Offer Letter

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 Dishi Chaudhary,

Greetings from Vantage Organic Foods Pvt Ltd.!

With reference to your application & subsequent interview with Mr. Vipul Gupta (Director), we are pleased to offer

Job Title: 1. Management Trainee (Business Development)
 2. Joining date: 1st July 2022
 3. CTC Details

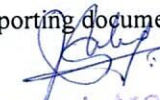
- Rs. 3,22,440.00 p.a. (Gross inclusive of all employee Incentives/contribution towards retrials and applicable laws.)

At the time of successful completion of probation period, your CTC shall be

- Up to Rs. 4,50,000.00 p.a. (depending upon confirmation and inclusive of sales Incentives)
4. Probation: 6 months
 5. At the time of probation your notice period will be 15 days
 6. Working Hours: 9.30 AM to 6.30 PM (Monday to Saturday)
 7. Vacation/leave: 12 paid Leaves (after probation)

In case of acceptance, we hereby request you to provide the below mentioned documents:-

- Mark sheets 10th, 12th Graduation Post Graduation with certificates and degree.
- Proof of address & identity: 1 set of photocopies of any two of the following documents: passport, driving license, voter's identification card, PAN card, or Aadhaar Card. (Aadhaar is mandatory)
- Present Bank A/c Details.
- If you have ever changed your name at any point of time, please bring supporting documents for the same.
- 2 passport size photographs (Recent)


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"Your offer and subsequent joining is subject to successful positive background verification by our hired agency."

You shall report on 1st July 2022 to our office at Jaipur (Vantage Organic Foods Pvt Ltd., 13/12, Malviya Nagar, Jaipur)

Please send a revert as a confirmation of acceptance of the offer.

--
--

With Best Regards
Priyanka Srivastava
Sr. Executive- HR/Admin

Vantage Organic Foods Pvt Ltd
13/12, Malviya Nagar
Jaipur 302017 (INDIA).
T: +91 7424882008
Email: hr@vantageorganicfoods.com
Web: www.vantageorganicfoods.com


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Near Sanganer Airport, Jaipur-302029

239

MACLEODS

MAC/OFF/HO/02004/21

24/11/2021

Ms **GARIMA KANGO**



* Scan to verify

Dear Ms **GARIMA KANGO**

This has reference to your application and subsequent personal interview you had with us. We are pleased to offer you the post of **MANAGEMENT TRAINEE** in our **DOMESTIC BUSINESS** department in our organization at our **CORPORATE OFFICE** on terms and conditions mutually agreed between us.

The resignation acceptance letter from your previous organization should be produced within 15 days of acceptance of offer letter or else the offer letter will be considered void and nullified. You are requested to join the duties latest by **16/05/2022**

We will issue you regular appointment letter with details on the actual date of your joining. You are requested to return the duplicate copy of this offer as a token of your acceptance and confirm the exact date of your joining our organization.

You are requested to bring with you the following documents at the time of joining your duties:

- i) Four passport size photographs.
- ii) Copies of educational/professional qualifications and experience certificates.
- iii) Relieving letter from the present employer.
- iv) Certificates in support of date of birth.
- v) PAN Card & AADHAR Card Copy.
- vi) Copy of permanent address proof.
- vii) Medical Certificate of fitness duly signed by a qualified Doctor (Not less than a MBBS).

We look forward to your long & happy association with Macleods Pharmaceuticals Limited.

With best regards.

For Macleods Pharmaceuticals Limited

Authorized Signatory

Acceptance:

I have read the above terms and conditions and I hereby agree to the same and accept the offer. I will join on _____.

Ms **GARIMA KANGO**

* Scan the QR code to verify the authenticity of the offer letter.

MACLEODS
PHARMACEUTICALS
LIMITED

Regd. Office :
Atlanta Arcade, Church Road,
Near Leela Hotel, Andheri-Kurla Road,
Andheri (East), Mumbai-400 059, India.

Phone : 91 - 22 - 6676 2800
Fax : 91 - 22 - 2925 6599
Email : customercare@macleodspharma.com
Website: www.macleodspharma.com
CIN : U24239MH1989PLC052049

Registrar

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1, Prabhu Dayal Marg
Near Sangner Airport, Jaipur-302029

Placements

From: Darshan Chauhan <darshanc@macleodspharma.com>
Sent: 28 October 2021 12:38
To: Placements
Cc: tanzeerr@macleodspharma.com; Aishwarya Bisoi; mayurim@macleodspharma.com
Subject: Hiring MBA Freshers - Domestic Product Marketing Team
Attachments: Job Description PMT.docx

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.

Dear Anshul,

Greetings from Macleods Pharmaceuticals Ltd!!

As discussed please find enclosed the details for placement of students FY 22 batch from your Institute.

1. We are looking to hire MBA Marketing Freshers from Pharmaceutical Management who are pursuing their MBA from Science background (BSc/MSc/B.Pharm/M.Pharm)
2. As per the training program they will be deputed in field sales for **first 6 months** and post completion of their field training they will be evaluated via technical interviews for induction into PMT (Product Management Team) and the selected students will migrate to the corporate office in Mumbai.
3. The remuneration / CTC offered to students will be 5,50,000/- per annum.
4. Upon Shortlisting from the technical panel and post their offer letter release students are entitled to sign a bond of 2 years with the organisation.

Please find below the KRA's assigned to students during field training.

- a. Meeting KOL's
- b. Market research assignments
- c. Cycle meeting coordination
- d. Corporate Hospital coverage
- e. Dr meet coordination

Please find attached the job description of students who will be shortlisted as Product executive post 6 months training.

Kindly circulate this email to interested students and revert with their CVs at the earliest.

Kindly call in case of doubts / queries.

Regards,


Recd at
The IIMM University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

Darshan Chauhan

HRD Team

Macleods Pharmaceuticals Ltd,

Mobile No. +91-9892506453, Desk : 022-67695739, Email ID: darshanc@macleodspharma.com

Everest Grande Building | 5th Floor, A-Wing | Mahakali Caves Road | Near Ahura Center | Behind Shanti Nagar Bus Stop | Andheri East | Mumbai- 400093



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

OL No.: CH/2021-22/077

Date: 23rd May 2022

To:

Mr. Gaurav Gupta,
7/108, Sec. 7,
Vidhyadhar Nagar, Jaipur,
Rajasthan

Dear Gaurav,

We are delighted to extend this offer of employment to you for the position of **Management Trainee** at our esteemed organization. After careful consideration of your qualifications and potential, we believe that you will be a valuable addition to our team.

As a Management Trainee, you will undergo a structured training and development program designed to equip you with the knowledge, skills, and experience required to excel in your role and contribute meaningfully to the organization.

Your employment will commence on **13th June 2022**, and your primary place of work will be at our **Corporate Office, Ahmedabad**. During the **probation period of one year**, you will receive a consolidated **annual salary package of Rs. 3,00,000 (Rupees Three Lakhs only)**. Upon successful completion of the probation period, your performance will be reviewed, and your compensation package may be revised in accordance with the company's appraisal policies.

We look forward to your acceptance of this offer and to welcoming you to our team. We are confident that your association with us will be both professionally rewarding and personally enriching.



Rakshit Patel
HR

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1, Prabhu Dayal Marg
Near Sangner Airport, Jaipur-302029

+91 900 189 0916

info@curosis.com

18C, Radhey Estate, NH-8, Aslali, Ahmedabad-382427



941

23rd December 2021

Name Gunjan Shrivastava

Address

C/O Advocate GS Jhala, 62 Dhan Mandi Opposite Old post Office inside Suraj Pole Udaipur Rajasthan

Offer Letter

Dear Gunjan Shrivastava,

Based on your application and subsequent discussions we had with you, we are pleased to offer you employment in our organization as **Management Trainee**.

Portea (Healthvista India Private. Limited.) is one of India's leading Home healthcare providers with operations across NCR, Bangalore, Mumbai and Chennai. We are rapidly expanding our operations in these locations and also across the country.

Our healthcare services at home address a great need of patients and we are delighted that you will be joining our team to help a lot of patients live a healthier and a more comfortable life.

We welcome you on board and wish you the very best.

Let's together create a healthier and happier world!

Sincerely yours,

For Portea (Healthvista India Pvt. Ltd.)

Vaibhav Tiwari

Vaibhav Tiwari
Co-Founder and CEO


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

Terms and conditions:

1. You will join us on or before **03-January-2022**
2. You will be on probation for a period of six months from the date of joining and your confirmation would be dependent on satisfactory completion of your Probation period.
3. You will be based at **Bangalore**. You are however, liable to be transferred to any of our establishments in India, or to any subsidiary or associate company: whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules for the time being in force.
4. Your Total Remuneration will be **Rs. 7,00,000/- (Seven Lakh Rupees Only)**. This is subject to usual statutory and / or other taxes, which may be imposed from time to time by the Government, or any public body authorized to do so.
5. You will be entitled to allowances as detailed in the annexure to this letter. You will also be covered by Provident Fund and other schemes of the company as applicable to your category that are in force at present and / or may be amended from time to time. These shall also be subject to taxes as applicable under relevant laws.
6. The employment offer is valid for next one week from this date of offer. If the company does not receive any confirmation from you within the stipulated time this offer shall lapse automatically and then there shall be no further communication from the company in furtherance of this offer of employment.
7. You will be required to give 60 days' notice to terminate this appointment after confirmation. The Notice period during probation will be 30 days. The last working day would be decided at the sole discretion of the Management and in the event of being relieved within the above number of days, the remaining part of notice period days would be adjusted against the existing leave balance or an equivalent of basic salary and HRA. The Company, however will have the right to terminate your appointment forthwith on account of misconduct, including but not limited to ,fraudulent, dishonest or undisciplined conduct, or breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's or Client's property or breach of the confidentiality obligations. In all other cases, the Company will have the right to terminate the appointment by giving 60 days notice or payment of basic salary and HRA in lieu of notice.
8. Any revisions of your compensation package, promotions, and your continued employment with the Company are all subject to you meeting the performance levels applicable to you from time to time. Your performance may be informally discussed with you by your manager/s on a regular basis.


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CTC Annexure		
Name	Gunjan Shrivastava	
Particulars	Monthly	Annual
Basic	16667	200004
HRA	6667	80004
Conveyance	1600	19200
Special Allowance	14933	179192
Gross Salary	39867	478400
Deductions		
PF	1800	21600
PT	200	2400
ESI	0	0
Total Deductions	2000	24000
Company Contributions		
PF	1800	21600
Sub total	1800	21600
Fixed CTC	41667	500000
Variable Pay **	8333.33	100000
Retention Bonus ***	4167	100000
Total Remuneration	58333	700000

You will be covered under Group Medical Insurance up to Rs.2 Lacs.

** Variable will be paid half yearly as per the Financial Calendar

*** 1 Lakh is retention will be paid after two year of completion,

For Portea (Healthvista India Pvt. Ltd.)

Vaibhav Tiwari
Co-Founder and CEO


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

Placements

From: Komal Kavaia <komal@brandcare.net>
Sent: 14 December 2021 16:38
To: Placements
Subject: Fwd: Appointment -: Client Servicing

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.

FYI

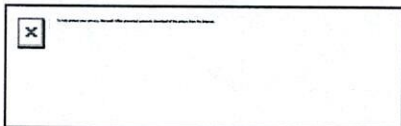
Komal Kavaia
 Head Servicing

Mob: +91 77100 99851

Office: +91 22 25805655 | +91 22 25825710 | +91 22 25825719

Mumbai | Singapore

| [Website](#) | [Twitter](#) | [Facebook](#) | [LinkedIn](#) | [Blog](#) |



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

From: Komal Kavaia <komal@brandcare.net>
Date: Mon, Dec 13, 2021 at 4:59 PM
Subject: Appointment -: Client Servicing
To: <himanshu214143@gmail.com>
Cc: HR Desk <hrdesk@brandcare.net>, Jaydeep Thosar <jaydeep@brandcare.net>

Dear Himanshu,

Thanks very much for the interest and discussions for the role as Client Servicing

Based on our discussions, your experience and the profile we are pleased to offer you the above position based at our Thane office.

1. You will be paid a Retainer Remuneration of Rs 45,000/- per month all inclusive and will be further reviewed based on your work ethic, performance and company performance.

2. We will review and revise to full employment role in April 2022 as per pt.1

We will issue you a formal retainer letter on the date of joining not later than Jan 3rd 2022 at our Thane office

[Signature]
Registrar
The IIHMR University
 1, Prabhu Dayal Marg
 Near Sanganer Airport, Jaipur-302029

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

A line of confirmation on the above would be highly appreciated and the date of joining confirmed in the coming week.

Thanks and Regards

Komal Kavaiya

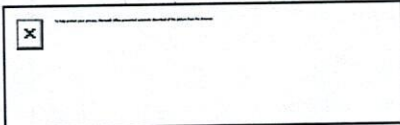
Head Servicing

Mob: +91 77100 99851

Office: +91 22 25805655 | +91 22 25825710 | +91 22 25825719

Mumbai | Singapore

| [Website](#) | [Twitter](#) | [Facebook](#) | [LinkedIn](#) | [Blog](#) |



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Near Sanganer Airport, Jaipur-302029

OFFER LETTER

Date: 02-02-2022

To,
Ms. Jasneet Kaur,
C/o; Kamalijeet
Singh Gulati,
Ward No:3,
Barakhera,
Gadarpur, Udham
singh nagar,
Uttrakhand- 263152.
(M) 9762259558

Dear Ms. Jasneet,

With reference to your application and subsequent interview held at our office. We are pleased to offer you as **"Product Executive"** designation employment in our organization with effect from **8th February 2022**.

Your gross emoluments per annum including all other benefits will be **INR Rs.3,99,996/- Per Annum (Rupees Three lac ninety-nine Thousand nine Hundred Ninety-Six per Annum only)**. This is considered as cost to company and includes Salary and Other Benefits.

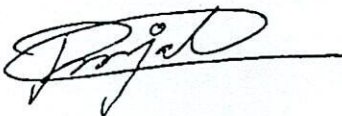
We request you to bring the following documents/Credentials at the time of joining and submit these documents to HR Departments on the day you join our organization:

- Photocopy of all your Academic Qualification documents (Degree or Certificates etc.)
- Relieving letter from your previous employer
- Copy of Salary certificate or Last three salary slip
- Experience certificate from previous employments
- Proof of Address / Aadhar card
- Pan Card
- Three passport size photographs

At last, we welcome you in Bryson Pharmaceutical LLP and wish you a rewarding carrier ahead.

Thanking you,

For Bryson Pharmaceutical LLP



Pranajal Kotadiya (CMD)



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1, Prabhu Dayal Marg
Near Sangner Airport, Jaipur-302029

Bryson Pharmaceutical LLP

504, Shivalik Shilp, Iskcon Cross Road, Ahmedabad-380015, Gujarat.

P : 079-46046196

E : info@brysonpharmaceutical.com I W : brysonpharmaceutical.com



Dear **Jayesh Parihariya**,

I am pleased to extend to you an offer of Consultant as **Business Development Associate** with **Impact Guru**.

We have enjoyed getting to know you and believe you have much to contribute to our firm and our culture. We hope that in the process of getting to know us, you have concluded that the fit is compelling and that ImpactGuru is the best firm at which to take the next step in your career and to grow further. We congratulate you!

ImpactGuru's aspiration of innovative thinking, open collaboration, and passion for driving change enables nonprofits, social enterprises, corporate, and other change-makers and impact creators to outperform and our Consultants to achieve greatness. We will be thrilled to have you as part of our team. You will bring your ambitious aspirations and unique talents to the firm and to our clients. In return, you will find unparalleled opportunities for personal and professional development at ImpactGuru, with no limits on the paths your career may take.

We feel that your skills and background will be valuable assets to our firm and we are delighted at the prospect of your joining us. Impact Guru is a transformative organization and aspires to be a market leader in its niche. Within and beyond ImpactGuru, our people will make a difference to the world because of the leaders they will become while here.

Please reach out to me with questions at any time. We hope to stay in close contact with you and look forward to having you as our colleague.

COMPENSATION:

Annual Professional fees

Your annual Professional fees will be **Rs. 4,00,000/-** paid in equal installments every month. Your Professional fees will be subject to TDS or other statutory deductions, if any.

Below mentioned documents are necessary to submit:

- Pan Card, Aadhar Card
- Address proof
- Educational Certificate
- Last 3 Payslips and Bank Statement
- Previous Experience Letter/Offer Letter/ Relieving letter
- Cancelled Cheque/ Any Account Detail Proof
- Front facing Photo
- 3 Reference details from previous company (HR, Reporting Manager, Founders)


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Compliance with Terms and Conditions and Policies

All consultants are required to comply with Impact Guru's policies, which include those related to non-discrimination, sexual harassment, confidentiality, non-compete, and others as outlined in other policies as will be shared with you from time to time. You will be required to sign this letter which provides a statement of basic standards of behavior and expectations central to Impact Guru's values.

Your Appointment as Consultant is subject to a positive reference verification & submission of documents and the terms and conditions outlined in this letter and all HR policies and procedures of Impact Guru, as amended from time to time.

On acceptance of this letter, you cannot discard our offer and /or cannot join /accept / prefer other offer upon acceptance of our offer, you cannot leave Impact Guru within a period of 6 months, in case you want to leave within 6 months then you have to serve a 2 months' notice or buy out the notice period with 2 times of your salary, post 6 months the notice will be revised to 1 month. In conflict of aforesaid terms, you will be responsible for reimbursing the company three times of the salary paid to you within seven days from the date of your resignation failing which Impact Guru shall be constrained to file appropriate proceedings both civil and criminal, in the court of law for the recovery of the aforesaid amount. The interest shall be charged at the rate of 18% p.a. upon failing to make payment within seven days as aforesaid.

Your date of joining will be on or post 11th July 2022 based on Management's discretion. Your

work location for internship and full time employment is Chennai.

Accepted,

Name:

Date:

Signature:


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

February 07, 2022

Mr. Kartikey Sharma

Dear Mr. Kartikey Sharma,

It gives us great pleasure to extend to you an offer to join our Organization as "Executive Trainee" in India Formulations.

We believe there is an excellent match between your skills and the career opportunities available to you as a member of our Organization.

Your total compensation will be **Rs. 4.50 Lacs p.a.**

You will be required to carry the following documents on joining.

1. Certified photocopies of educational certificates (10th, 12th, Graduation & (post-graduation if any)
2. Passport size photographs
3. PAN card copy
4. Passport copy
5. Cancelled cheque copy
6. Previous relieving letter and experience letter
7. Aadhar card copy.
8. Address proof
9. PF and Gratuity details

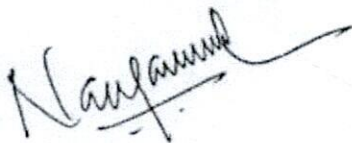
Please sign this letter as a token of your acceptance of our offer and return it to the undersigned. You are required to join as early as possible but not later than **July 01, 2022**.

We are confident about you making significant contribution to the company's business.

Thanking you.

Yours faithfully,

For **GLENMARK PHARMACEUTICALS LTD.**



Dy. GENERAL MANAGER - HUMAN RESOURCES



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

Glenmark Pharmaceuticals Ltd.

Glenmark House, B. D. Sawant Marg, Andheri (East), Mumbai - 400 099, India

T: 91 22 4018 9999 F: 91 22 4018 9986 CIN No: L24299MH1977PLC019982 W: www.glenmarkpharma.com

Registered office: B/2, Mahalaxmi Chambers, 22 Bhulabhai Desai Road, Mumbai - 400 026 E: complianceofficer@glenmarkpharma.com

Kartikey

Emp. Name: Mr. Kartikey Sharma

Designation: Executive Trainee

Annexure A

Salary Components	INR Per Month	INR Per Annum
Basic Salary - A	11,256	1,35,072
House Rent Allowance	5,628	67,536
Education Allowance	200	2,400
Medical	1,250	15,000
Kit Maintenance Allowance	300	3,600
Soft Furnishing Allowance	300	3,600
Personal Pay	13,887	1,66,639
Total Allowances - B	21,565	2,58,775
Total Monthly Salary - C (A+B)	32,821	3,93,847
Retirement Benefits		
Provident Fund	1,800	21,600
Gratuity (4.81% of Basic Salary) **	541	6,497
Total Retirement Benefits - D	2,341	28,097
Annual Allowances		
LTA		11,256
Annual Bonus*		16,800
Total Annual Allowances - E		28,056
Gross Salary - F (C+D+E)		4,50,000
** Gratuity will be payable as per Gratuity Act.		
*Annual Bonus is an indicative annualized amount.		


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Near Sanganer Airport, Jaipur-302029

Glenmark Pharmaceuticals Ltd.

Glenmark House, B. D. Sawant Marg, Andheri (East), Mumbai - 400 099, India

T: 91 22 4018 9999 F: 91 22 4018 9986 CIN No: L24299MH1977PLC019982 W: www.glenmarkpharma.com

Registered office: B/2, Mahalaxmi Chambers, 22 Bhulabhai Desai Road, Mumbai - 400 026 E: complianceofficer@glenmarkpharma.com

Date: 21 April 2022

Ms. Kirti Arora

9B Mihir Heights Vasu Green, Baghpat Road
Meerut Uttar Pradesh - 250002

Sub: Offer Letter

Dear Ms. Kirti,

With reference to your interview, the management of **Mankind Pharma Limited** is pleased to offer you the post of **Product Executive** at **H.Q. Mankind Corporate Office, New Delhi** on a CTC of Rs. **3,50,000 (Three lakh fifty thousand only)** including PF and Other deductions. You are requested to join on **02 May 2022**; your failure to do so shall require management approval for the further extension of this offer letter.

You are advised to produce the following documents before the date of joining to complete your background check.

1. Copy of education qualification certificates
2. Increment letters, Appointment letter, Relieving letter and Experience Certificate of all your previous Organizations.
3. Salary slips of last three months.
4. ID, Address Proof and Two passport size photograph (with white background).
5. Copy of Bank Statement or Cancelled cheque of any one of HDFC/ICICI/SBI/PNB Bank.
6. Three professional references.
7. You would have to undergo Medical Check-up as a part of our process and share the report with us prior to joining, (Checklist is attached for your reference)

In case of your inability to produce the original documents needed for the offered post on the D.O.J your offer letter shall be revoked at the option of the company. The information provided by you must be true to the best of your knowledge if found false then this offer letter stands cancelled.

This letter does not constitute your employment, which will be effected only after completion of various formalities and your acceptance of terms and conditions of the appointment letter as offered at the time of your joining.

Kindly sign this letter as a token of your acceptance of this offer. This offer is valid for seven days from the date of issuance if not submitting the acknowledged copy of your resignation letter.

Note: It is mandatory for you to get vaccinated from Covid-19 and share the certificate with us at the time of joining without that we would not be able to get the joining done.

Employees joining in between January to June will be eligible for increment in next PMS cycle, (July to June) however, the same shall be considered either since start of the PMS cycle (July) or the date of confirmation; whichever is later.

Employees joining in between July to December shall be eligible for increment in forthcoming July from their Date of Joining post confirmation.

Thanking you,
Yours Sincerely,

For Mankind Pharma Limited



Mr. Farhat Umar
President - Global Human Resources



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

MANKIND PHARMA LIMITED

Regd. Office : 208, Okhla Ind. Estate, Phase - 3, New Delhi-110020, Ph. : 011-46541400, 47476600 Fax : 011-46541382
CIN No. U74899DL1991PLC044843, E-mail : contact@mankindpharma.com www.mankindpharma.com



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Building a better
working world

Ernst & Young LLP
Golf View Corporate Tower-B,
Sector 42, Sector Road,
Gurugram-122 002 Haryana India.

Phone: +91 124 671 4000
Fax: +91 124 464 4050

04 March 2022

Ms. Kritika Kapoor
J-1219, 4th Floor, Palam Vihar, Gurgaon, 122017

Your appointment as Associate Consultant in Business Consulting Risk.

Dear Kritika,

With reference to your application and the subsequent interview(s) you have had with us, we are pleased to confirm your appointment for the above position in **Ernst & Young LLP** subject to the following terms and conditions. Further, we understand that you have appeared / will be appearing for Final exams. This appointment is subject to you clearing said exams. In case you are unsuccessful this appointment will automatically be void.

1. Job Title

You shall be designated as **Associate Consultant** in Band 5.

The designation and band are for reference only and do not entitle you to any benefit other than as has been specified in this letter, or intimated to you in writing in respect, thereof. The Management retains the right at all times to change / modify / amend the titles/ designations or to rearrange the band structure, which may impact the above fact.

2. Annual compensation

- a. Your annual compensation including benefits, allowances, and perquisites, if any, payable by the Firm is **INR 7,50,000 per annum (Rupees Seven Lakh Fifty Thousand Only)**. A typical break up is provided as an Illustration in Annexure A to this Agreement.
- b. Your eligibility to performance linked bonus is driven by firm's performance bonus policy. This component, if eligible, is in addition to your annual compensation.
- c. The performance bonus scheme is subject to revision at the discretion of the Firm's Management.
- d. Besides this you will be eligible for Gratuity as per Payment of Gratuity Act, 1972. You may note that as per the Act provisions there is an upper limit of 20 Lakh.
- e. Your compensation will be subject to income tax as per the provisions of the Income Tax Act, 1961.

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- f. It is further clarified that post your appointment with the firm you will not be covered under the current year's PMDP cycle (Performance Management & Development Process) and will be covered only from the next year cycle.

3. Date of joining

As agreed, you shall join the services of the Firm on **07 March 2022**.

4. Probation

You shall be on probation for a period of (6) months from your date of joining, the period of which may be further extended at the discretion of the Management. After completion of the probation period and subject to your performance your appointment shall be confirmed in writing.

5. Retirement

Your retirement age shall be 60 years.

6. Transferability

Your initial place of posting will be **NCR-Gurgaon (GVT)**. However, your services are liable to be transferred from one location to another, anywhere in India.

7. Notice period and termination

- a. Either party may terminate the employment by giving a mandatory minimum of 3 months' notice to the other party, (also applicable during probation period) The Firm may, at its discretion, with or without conditions, agree to waive off the 3 months' notice period requirement, either wholly or partly.
- b. The Firm may terminate / suspend your services, at its discretion, at any time immediately upon written notice to you, if it has been alleged and prima facie established, through preliminary internal enquiry that you have committed (i) any heinous criminal act or any offence involving moral turpitude (the term "Moral Turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general.), (ii) sexual harassment (adjudicated guilty as per the Firm's policy and local laws) or (iii) other act that threatens or is likely to damage Firm's reputation.

8. Code of Conduct and Policies

- a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
- b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, work hours, dress policy, etc., as if these rules, regulations, policies et al were part of this contract of appointment.


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- c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's intranet or through the Firm's newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading.

9. Confidentiality

- a. **Remuneration:** You shall at all times keep the details of your salary and employment benefits at the Firm strictly confidential, and shall not disclose such details to any other person within the Firm.
- b. **Use of Firm's name:** You shall use the Firm's name, logo, trademark or other identifiers strictly in the manner permitted by the Firm's policies, or for the purposes of provision of services delegated to you to the extent required. Upon termination of your employment with the Firm, you shall not use the Firm's name, logo, trademark or other identifiers in any manner other than what is already a matter of public knowledge, provided however, you will not be in breach of this clause if you make reference to the Firm's name solely to describe your former association with the Firm subject to the confidentiality obligations which the Firm might have undertaken in relation to any of its clients, vendors or other Firm's personnel.
- c. **Information:** You shall always maintain the highest degree of confidentiality with respect to the records, documents and other Confidential Information relating to the business of the Firm which may be known to you or confided in you by the Firm, its representatives, authorised personnel, vendors, sub-contractors, clients, etc., by any means and you will use such records, documents and information only in a duly authorised manner in the interest of the Firm. For the purposes of this clause, 'Confidential Information' means information about the Firm's business and that of its customers, sub-contractors, business partners or agents which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the Firm, its customer lists, employment policies, personnel, and information about the Firm's products, processes including ideas, concepts, projections, technology, manuals, drawings, designs, specifications, sales pitches, fees quotes, tender information, key personnel, customer contacts, thought leadership papers, resumes, records and other documents containing such Confidential Information, whether such information was disclosed to or accessed by you prior to or after the date hereof. You shall at all times, whether during or after the termination of your employment, act with utmost fidelity and not disclose or divulge Confidential Information to any third party or make use of any such information for your own benefit.
- d. At no time will you remove any Confidential Information from the Firm's offices without the permission of your reporting manager save and except for the purposes of performing the duties assigned to you in your capacity as an employee of the Firm. Upon termination of your employment with the Firm, or otherwise upon the Firm's request, you will immediately surrender to the Firm all files, books, magazines, reports, documents, manuals, audio and video tapes, discs, any knowledge databases entrusted to you, and any other data,

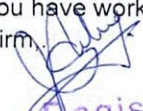
information or material containing or reflecting Confidential Information. If the Firm requests, you shall also confirm in writing to the Firm that you have complied with this clause.

- e. You acknowledge and agree that disclosure of any portion of the Confidential Information or any breach of the provisions herein may result in irreparable injury and damage to the Firm which will not be adequately compensable in monetary terms, that the Firm will have no adequate remedy at law therefor, and that the Firm may, in addition to all other remedies available to it at law or in equity, obtain such preliminary, temporary or permanent mandatory or restraining injunctions, orders or decrees as may be necessary to protect the Firm against, or on account of, any breach by you of the provisions contained herein, and you agree to reimburse the reasonable legal fees and other costs incurred by the Firm in enforcing the provisions of this Agreement. In addition, the Firm will be within its rights to (i) advertise for public knowledge / notice (ii) notify to your prospective employer or regulatory body, any impropriety or breach of confidentiality obligations hereunder, at its absolute discretion.
- f. Your duty to safeguard and not disclose, share or publish Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Firm.

10. Non- Compete

- a. You represent and warrant to the Firm that you are under no contractual, fiduciary, professional or other obligation or commitment that prevents you from entering into this Agreement, or is otherwise inconsistent with your obligations under this Agreement. If you were previously employed with another organisation, you represent and warrant to us that you have returned all property and confidential information belonging to any prior employer and do not have any outstanding issues/ unfulfilled employment obligation pending with your previous employer having legal ramifications / consequences for you or for us.
- b. During your employment with the Firm, you will devote your whole time, attention and skill for its business and you shall not, except with the written permission of the Firm, engage directly or indirectly in any other business, profession, occupation or other commercial activity, whether as a principal, agent, contractor, consultant or otherwise, whether full-time or part-time.
- c. You hereby agree not to directly or indirectly compete with the business of the Firm and its successors and assigns during the term of the Agreement and for a period of two years following the expiration or termination of this Agreement and notwithstanding the cause or reason for termination.
- d. You will have to seek prior permission from the Firm for any employment with a client of the Firm or any other organization working with a client of the Firm, whose assignment you have worked on directly.
- e. Subsequent to your separation from the Firm, for a period of twelve months, you will not without the consent of the Firm take up any job or assignment, either full time or otherwise, directly or indirectly for or on behalf of any other organization working with a client of the Firm, whose assignment you have worked on in the twelve months immediately preceding your separation from the Firm.

11. Intellectual Property


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In consideration of this Agreement and of the salary agreed to be paid in consideration hereof, you agree as follows:

- a. The Firm shall own (as its exclusive property, free from any obligations towards you) all Intellectual Property developed or conceived by you solely or jointly with others during the period of your employment; This includes but is not limited to Intellectual Property that:
 - is along the lines of the businesses, work or investigations of the Firm to which your employment relates or as to which you may receive information due to your employment
 - result from or is suggested by any work which you may do for the Firm
 - are otherwise made through the use of Firm's time, facilities or materials.
- b. Not to disclose or utilize in your work with the Firm, any Confidential Information of others (including any prior employers) or any inventions or innovations of others without express permission.
- c. To execute all necessary papers and otherwise provide proper assistance (at the Firm's expense), during and subsequent to your employment, to enable the Firm to obtain for itself or its nominees all patents, copyrights, or other legal protection for such Intellectual Property in any and all countries.

12. Personal Data

During the course of your employment with the Firm, you may provide the Firm with confidential data or information that can be linked to you personally, or otherwise personally identifies you, including but not limited to your financial information, email address, addresses, telephone numbers, shareholdings, physiological and/or mental health information, and medical records and history (your Personal Data). You acknowledge that the Firm may collect, use, transfer, store or otherwise process (Process) such Personal Data as required per the Firm's policies, to facilitate the conduct of the Firm's business, to conduct background checks, check conflicts or maintain independence, finance and accounting purposes or for quality and risk management purposes. The Firm will Process your Personal Data in accordance with applicable law and professional obligations and shall ensure that any service provider who Processes Personal Data on our behalf adheres to such requirements.

You hereby consent to the Processing of your Personal Data in the manner described above, whether by the Firm or any service provider on the Firm's behalf.

13. Miscellaneous

- a. The following annexures form an integral part of this Agreement:

Annexure A - Illustrative compensation break-up

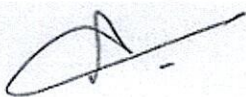
- b. **Additional Documents:** You may also be required to execute additional documents, declarations and/or deeds as (i) per the Firm's policy as may apply to you / your nature of services as well as (ii) per any requirement of law of the jurisdiction where you might be required to work as a part of your employment with us, depending upon your job requirements and/or (iii) per the requirement of any professional, industry or other regulatory body and/or (iv) to meet any specific client request and/or (v) per the Firm's exclusive discretion.

- c. **Supersedes previous agreement:** This Agreement supersedes and replaces any existing Agreement between the Firm and you, relating generally to the same subject matter. It may not be modified or terminated, in whole or part, except in writing signed by an authorized representative of the Firm. This Agreement shall include all written deeds, documents, declarations, bonds and undertakings signed by you pursuant to and arising out of this document. Discharge of your financial undertakings (if any), in this Agreement shall be an obligation of your executors, administrators, or other legal representatives or assigns.
- d. **Severability:** If any provision contained in this Agreement is held to be invalid or unenforceable, the remaining provisions of this Agreement shall be construed as if such provision did not exist, and the unenforceability or invalidity of such provision shall not be held to render any other provision of this Agreement unenforceable or invalid.
- e. **Conditions precedent:** This appointment is valid subject to (a) your being medically fit, (b) your furnishing at the time of joining, documents in proof of your having been relieved by your present employer, and (c) our receiving satisfactory references on your background.
- f. **Privity of contract:** The terms of this Agreement may only be enforced by a party to this Agreement.
- g. **Governing law and dispute resolution:** This Agreement, including all matters relating to its validity, construction, performance and enforcement, shall be governed by and construed in accordance with Indian law. In case of any dispute in relation to this Agreement the decision of the Management of the Firm shall be final and binding.
- h. **Certificate of Practice:** If you currently hold a Certificate of Practice (CoP) issued by the Institute of Chartered Accountants of India, you hereby undertake to surrender the CoP with immediate effect, and provide us with evidence thereof. If you are a Chartered Accountant and do not currently hold a CoP issued by the Institute of Chartered Accountants of India, you hereby undertake not to apply for such CoP unless instructed or required by the Firm to do so.
- i. You will disclose any directorships, trusteeships or other personal appointments held by you. You will consult and inform the Firm's Risk Management team of appointments and will immediately surrender any prohibited position as advised by them and disclose the positions permitted per the Firm's policies on the Directorship Evaluation Tool (DET) within 15 days of your date of joining. You will further notify or obtain prior approval, as applicable, from the Risk Management team, for any changes in the appointments that you may hold in the future.

Please signify your acceptance of these terms and conditions of employment by signing the duplicate copy of this Agreement and return the same to us for the Firm's records.

Yours sincerely,

For Ernst & Young LLP



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Please note that Permanent Account Number (PAN) is mandatory for salary processing. If you do not have a PAN already, then please apply for the same at the earliest.

1. House Rent Allowance (HRA): This will be 50% of your basic salary.
2. Special Allowance: Special Allowance will be in the range of 0% to 10% of the annual fixed compensation.
3. Conveyance Allowance: Conveyance allowance will be the balancing figure in your compensation structure.
4. Telephone Reimbursement: If opted for, you will be eligible for a reimbursement of INR 12000/- per annum. You may choose to claim up to a maximum of three bills namely, mobile, landline and broadband. Upon selection, it will get adjusted from conveyance allowance.
5. Leave Travel Allowance (LTA): If opted for, it will be equivalent to 12.50% of your basic salary, subject to maximum of INR 50,000/- per annum. Upon selection, it will get adjusted from conveyance allowance.
6. Provident Fund (PF): This will be as per the Employee's Provident Funds and Miscellaneous Provisions Act 1952. If you are an active member of PF, it will be mandatory for you to opt for the same. If not opted for, conveyance allowance will be adjusted accordingly.
7. Gratuity: You will be eligible for Gratuity as per the Payment of Gratuity Act 1972.
8. You will be eligible for medical insurance coverage for self, spouse, two children and parents/parents in-law up to INR 3 lac per annum, subject to your declaration as per the policy. Additionally, you, spouse and two children will be covered for critical illness cover of INR 10 lacs.
9. In the unfortunate case of death of an employee, the Firm extends financial support to the family up to three times of the last drawn annual CTC of the deceased employee. The minimum amount for this financial support will be INR 25,00,000.

Please note that all the benefits/coverage mentioned above are governed by the Firm's policies and/or statutory law, as applicable.


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Annexure A

Illustrative compensation break-up

Particulars	Annual Values (INR)
(A) Salary Components	7,13,400
Basic Salary:	3,00,000
House Rent Allowance:	1,50,000
Special Allowance:	75,000
Conveyance Allowance:	1,88,400
(B) Other Perquisites	36,600
Firm's Contribution to Provident Fund:	36,000
Year End Ex-Gratia	600
(C) Annual Fixed Compensation (A+B)	7,50,000
(D) Other Benefits	34,423
Gratuity (accrual)	14,423
Firm's contribution towards Medical insurance	20,000
(E) Total Compensation (C+D)	7,84,423


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Authorised Signatory

I hereby accept the position and terms and conditions of employment offered.

Signature _____ Date _____

Kritika Kapoor



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

Date: 11-05-2022

To,
Mr / Ms. Mahima Chopra

Offer of Appointment

Dear Mr / Ms. Mahima Chopra,

With reference to your application and the discussions we are pleased to inform you that you have been selected as "Management Trainee (L2 - B3)" in our organization.

1. Your Cost to company will be Rs. 420000 per Annum and the mentioned fee is subject to the TDS and other taxes as per Income Tax Act.
2. All information and data that comes to your knowledge by virtue of this assignment shall be kept confidential and no part of it be divulged to person, except as required in normal course of work.
3. You shall diligently promote the business and the interest of the firm and shall help the firm to ensure quality delivery to the client as per agreed time frame.
4. You are requested to report to the undersigned on or before 16-05-2022, failing which this offer expires. You are required to submit following at the time of joining:
 - Copy of birth certificate (or other proof of date of birth)
 - Certificates for 10th, 10+2/Intermediate, degree, post-graduation, diploma, additional qualifications and special achievements where ever applicable.
 - Copy of all employment offer letters and relieving letters
 - Two recent passport size photographs

Please carry originals of all the above documents along with your passport on your date of joining.

As a token of your acceptance of the terms and conditions mentioned above, please sign and return the duplicate of this letter.


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Below are the compensations & benefits

Salary Components	After Revision	
	Monthly	Annualized
Basic	16600	199200
HRA	8300	99600
Statutory Bonus	1400	16800
Conveyance	1600	19200
Telephone Allowance	0	0
Internet Allowance	0	0
Medical Reimbursement	1250	15000
Special Allowance	4050	48600
Gross Salary	33200	398400
Food Allowance	0	0
LTA	0	0
Insurance	0	0
Employer Share of PF	1800	21600
Employer Share of ESI	0	0
Performance Bonus	0	0
Loyalty Bonus	0	0
Employer share of NPS	0	0
Gratuity	0	0
Variable Sales Incentive	0	0
Total Cost to the Company [CTC]	0	420000

We look forward to having you join us.

With warm regards

A. Sunitha Reddy
Managing Director

Mr / Ms. Mahima Chopra


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1, Prabhu Dayal Marg
Near Sangner Airport, Jaipur-302029



**OFFER OF EMPLOYMENT
(STRICTLY PRIVATE AND CONFIDENTIAL)**

12 October 2021

Dear Mohd Moonis,

Congratulations!

We are delighted to formally offer you the position of **Trainee Analyst** at PharmaACE in Pune, 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 **21st March 2022, Monday**

2. Compensation:

2.1 Salary: Your annual gross salary will be **INR 4,18,400**, 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 is subjected 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 floater sum insured of Rupees Three Lakhs only covering you, your spouse & 2 children (under the age of 25 years), if applicable.

In addition to components of the offer detailing direct compensation described above, this offer also includes the following additional benefits:

2.4 Leaves: Confirmed employees are entitled for 20 Earned leaves, 6 Optional leaves and 4 Core Holidays, in total 30 leaves annually. There is no carry forward or encashment of leaves for the previous years.

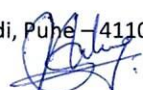
2.5 Work from Home: WFH option is available subjected to manager's approval and under specific circumstances.

3.0 Additional Details

Finally, the following are the elements of your offer with regards to the logistics of getting you onboarded successfully at PharmaACE

3.1 Orientation & Training: At PharmaACE, all new hires, on the first day of work, who begin employment participate in a virtual/ office-based Induction program to acquaint yourself with our culture and way of working. We have a blended learning program- Self paced learning platform (LMS) and trainer led training program. This is specifically designed to empower you with the right skillsets and equipping you with the right business acumen.

PharmaACE Innovations LLP, Bluebridge Qubix, SEZ, IT-5, Ground Floor, Phase 1, Hinjewadi, Pune - 411057
Email: info@pharmaace.com, www.PharmaACE.com


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DS
M.M.

3.2 Start Date Formalities: 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:

1. Relieving Letter and Offer Letter from all the previous employers (if any)
2. Salary slip 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

3.3 Probation: You will be on probation for a period of 6 (Six) months, from date of joining. On successful completion of probation, you will be confirmed.

3.4 Notice Period: 3 months

During the probationary period, employer can terminate the employment at any given point of time in case of non-performance by the employee or without compensation in lieu of notice in case of any misconduct including but not limited to, fraudulent, dishonest or undisciplined conduct of, or breach of integrity, or embezzlement, or misappropriation or misuse by you of PharmaACE property, or 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.

- a. During the probationary period, employee can terminate the employment by giving two months' notice or two months of compensation.
- b. Post confirmation, either party can terminate the employment by giving three months' notice.

Sincerely,

Pooja Cornelius
Lead- Talent Acquisition and Development
PharmaACE


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Near Sanganer Airport, Jaipur-302029

DS
M. M.

**Annexure A
Remuneration Details**
Mohd Moonis**Trainee Analyst**

Salary Component	Per Annum (INR)	In words
Basic Salary	4,18,400	Rupees Four Lakhs Eighteen Thousand Four Hundred Only
Confirmation Bonus *	50,000	Rupees Fifty Thousand Only
Performance Bonus **	52,700	Rupees Fifty-Two Thousand Seven Hundred Only
Retention Bonus ***	1,00,000	Rupees One Lakh Only
Gratuity	18,900	Rupees Eighteen Thousand Nine Hundred Only
Mediclaime (Notional)	10,000	Rupees Ten Thousand Only
Total CTC	6,50,000	Rupees Six Lakhs Fifty Thousand Only
Income Tax, Professional tax and other applicable taxes shall be deducted from the salary on monthly basis as per Government Policy.		

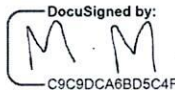
* **Confirmation Bonus** will be paid on the successful completion of the probation period. In case an employee wishes to leave the organization before 2 years from the date of confirmation, this bonus will have to be settled.

****Performance Bonus** is to be 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** will be linked to Appraisals & can be availed on a yearly / monthly basis for each of the first three years from the date of confirmation based on the candidate's acceptance. (as you opt for monthly basis, the Retention bonus is a component of your annual Gross Salary)
If the employee wishes to leave the organization before 3rd year of his employment starting from the date of his confirmation, he/she will have to settle the Retention Bonus benefitted until then.

As mentioned above, you will be entitled for Group Medical Insurance for floater sum insured Rupees Three Lakhs only. Details of the same would be furnished in the Appointment Letter.

Best Regards,
Pooja Cornelius
 Pooja Cornelius
 Lead- Talent Acquisition and Development
 PharmaACE

Accepted By: 
 Date: C9C9DCA6BD5C4FE...

10/12/2021



PharmaACE Innovations LLP, Blueridge Qubix, SEZ, IT-5, Ground Floor, Phase 1, Hinjewadi, Pune-411057

Email: info@pharmaace.com, www.PharmaACE.com

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

Annexure B
CONFIDENTIALITY AND NON-COMPETE AGREEMENT

A. During the employment period and for a period of 2 years after the end of one year post the last employment date, employee agrees not to accept job offer or apply for any jobs in the following companies as these companies compete directly with PharmaACE and its clients:

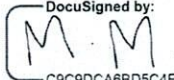
1. Merck & Co. including Merck India and all other affiliates
2. Aspect Ratio including all its affiliates
3. Novartis International AG including Novartis India and all other affiliates
4. IQVIA Health including all its affiliates
5. ZS Associates
6. AXTRIA

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 confidential or not, is designated as Confidential Information. **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 the Confidential 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.

You understand signing of this contract is voluntary and it is not mandatory. Incase you opt to not sign this contract, there is no other implication on your job except you will be not able to work on some client projects.

Best Regards,
Pooja Cornelius
Pooja Cornelius
Lead- Talent Acquisition and Development
PharmaACE

Accepted By:
Date:

DocuSigned by:

C9C9DCA6BD5C4FE...

10/12/2021


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The IIMMR University
1, Prabhu Dayal Marg
Near Sanganeer Airport, Jaipur-302029



253

Offer Letter - Private & Confidential

Dear Nagaruru Rupasree,

Date: 18th June, 2022

Welcome to Pharmarack Technologies Private Limited!

This is with reference to your application and subsequent discussions we had, we are pleased to extend the letter of offer of employment with Pharmarack Technologies Pvt. Ltd, contingent on following terms and conditions fulfilled by you.

1. Subject to terms and conditions as defined in the future letter of appointment, your proposed designation will be "Assistant Manager- Public Health".
2. Your base location shall be Delhi.
3. Your CTC shall be INR 6,00,000 per annum (Six Lakh Rupees only). In which INR 5,00,000 will be fixed and INR 1,00,000 will be performance linked variable pay which depends on defined KPI's. This includes allowances and statutory benefits as per defined structure under company's policy. The detailed salary structure shall be mentioned in the appointment letter.
4. All Pharmarack employees have been covered with Mediclaim Insurance Policy with maximum sum assured of 3 lacs per year (Self, Spouse, 2 children). The detailed information will be furnished during the induction process.
5. You will be on a probation period of 6 months. After a successful performance review, we will provide you with the confirmation letter. You will be governed by the policies of the company as may apply to you from time to time.
6. The above offer is subject to verification of your certificates and testimonials (i.e. certificates in proof of educational qualification, proof of past employment, professional reference checks, and date of birth). Your appointment will be subject to a satisfactory report on background verification.
7. You shall not, during your employment without the prior written consent of the Company, carry on, or be engaged in, or be concerned with, or interested in, or employed by, any person engaged in or concerned with or interested in a business, which is the same as, or substantially similar to, or in competition with, the Company's business. Also, you would need to sign a Non-Disclosure Agreement regarding this clause as per prevailing company policy.
8. The terms and conditions including your performance targets shall be shared with you post satisfactory completion of all the terms and conditions set in this letter of offer.
9. Your tentative date of joining will be 27th June, 2022 and it will automatically cease in the event of your not joining us by the above-said date. We expect your offer acceptance within two days of receipt of this offer. In case if you fail to do so, the offer enclosed in this letter shall stand automatically cancelled.

Thanking you,

AGREED For Pharmarack Technologies Pvt Ltd

ACKNOWLEDGED &
Signature

Ridhima Gera
Associate Director - HR

Name: Nagaruru Rupasree

Registrar
The IIMR University
1, Prabhu Dayal Marg
Near Sangner Airport, Jaipur-302029

OFFER LETTER

15-Dec-2021

N Hima Bindhu

H no. 165/3, Rajeev Gandhi Nagar, Near Water Tank Bachupally, Quthbullapur, Nizampet, Rangareddi, Andhra Pradesh - 500090, Hyderabad, Telangana, 500090

Dear N Hima Bindhu,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend you an offer of employment as Business Analyst in our Customer Insight - Data Analytics - 01 department. Your place of work will be Gurgaon.

Your total compensation will be INR 800000 per annum. The breakup and additional details about your compensation is provided under Annexure A.

Please note that this offer is subject to satisfactory completion of verification and /or background or reference checks which may occur at any time prior to or after your effective start date. Your employment with us shall be governed by an employment agreement on the date of your joining which will contain in detail the terms and conditions of your employment.

You are required to provide copies of all mandatory documents required by us before joining and during the course of your employment, as per the timelines specified/communicated by us from time to time. These documents include but are not limited to your education and past employments as provided under Annexure C. The offer of employment and your employment with us is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of the offer or immediate termination of employment as the case may be.

To indicate your acceptance of this offer and employment with us, we request you to send an in-response email to the Evalueserve recruiter. At the time of joining, please submit a copy of Employment Agreement, this offer letter, Annexure A – Compensation and Annexure B – Declaration with your signature. In addition, please provide all the documentation identified in Annexure C.

The date of joining will be **16-Dec-2021**. The terms of this letter and this offer are valid for 1 week from the date of this letter. After receiving your acceptance of this offer if you do not join us on a mutually agreed date of joining, or if we are unable to set an alternative date or if we do not receive a mail confirmation from you before the expiration of this period, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by us in writing. We reserve the right, at our sole discretion, to revoke or extend this offer.

We look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact the Evalueserve recruiter on the Email ID or phone number provided by him/ her should you have anything you would like to discuss further.

We believe you have a successful career ahead of you at Evalueserve and look forward to your joining us.

Yours sincerely,

Preeti Dhall Pal

Confidential
Evalueserve.com Private Limited

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

Signature

7th & 8th Floor, Tower - 6, Candor Gurgaon One Realty Projects Pvt Ltd.
Sector - 48, Gurgaon, Haryana - 122002

Registered office: A-47, Lower Ground Floor, Hauz Khas, New Delhi – 110 016
CIN: U45400DL2007PTC171508 | Tel: 0124 – 4639600 | Fax: 0124-4008969
india@evalueserve.com | www.evalueserve.com | © 2021 Evalueserve. All Rights Reserved

Vice President and Head-Human Resources (India)

By signing below, I hereby confirm and acknowledge that I understand, agree and accept the aforementioned terms and condition of this offer.

N Hima Bindhu

16-Dec-2021



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The IHMR University
1, Prabhu Dayal Marg
Near Sanganeer Airport, Jaipur-302029

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Signature

Annexure A (Compensation)

Salary structure for the year

Basic Salary (excl. Employees contribution to PF)	366046	
Employee's contribution to provident fund	21600	
Total salary		387646
Others		387646
• House Rent Allowance/ Company Leased Accommodation	193823	
• Food Allowance	26400	
• Special Allowance	167423	
Employer's contribution to PF		21600
Medical Insurance *		3108
Bonus		
Total cost to the company		800000

* Evalueserve provides various reimbursement options which Employees can select upon their joining. For further details Employee is advised to get in touch with the Finance department after joining.

Basic Salary and Allowances:

Your salary is split into basic annual salary and allowances (HRA, special allowance and food allowance).

House Rent Allowance (HRA)/Company-leased Accommodation:

Company may provide you with HRA or a Company-leased accommodation, as per the Company policy. Company lease accommodation is provided only after successful completion of one year in Evalueserve and as per Company policy.

Special Allowance:

You shall be entitled to a special allowance, which will be a part of your salary.

Provident Fund:

You will be enrolled in the Company's Provident Fund scheme.

Other Benefits / Medical Insurance Benefits:

You will be enrolled for Company's group medical / hospitalization insurance which shall be a part of your CTC. There is a provision of increasing the medical and accidental insurance coverage and inclusion of dependents into the policies for an additional cost which will have to be borne by you.

MIP (CIDA)

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Signature

The Incentive plan is contingent upon the achievement of pre-determined objectives (both tenure and individual's performance) as per the policy. Employees enrolled into the plan are eligible for payments upon completion of minimum 18 months of continuous employment at Evalueserve, and provided the employee has not resigned/serving notice period at the time of pay out. Evalueserve reserves the right to amend/modify/roll back this plan without any prior notice.

ANNEXURE B (DECLARATION)

I hereby represent and warrant that as of my effective start date of employment with Evalueserve, 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-a-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 employer 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 Evalueserve or employment with Evalueserve, 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 Evalueserve 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 Evalueserve, including any such documents or materials from my previous employer. To the extent I feel that my employment at Evalueserve would require me to bring any third party documents or materials to Evalueserve, 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 Evalueserve. 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 Evalueserve to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

Name: N Hima Bindhu


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Near Sanganer Airport, Jaipur-302029

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Signature

ANNEXURE C (DOCUMENTS REQUIRED FROM CANDIDATE)

Documents to be submitted before the date of joining

S No.	Particulars
1	8 passport-size coloured photographs
2	Copy of offer letter from last employer
3	Salary slip with company seal or on letterhead of company
4	Relieving letter from past employers. Document should be on the letter head of company or from official email id clearly mentioning the date of relieving.
5	Copies of your academic records (starting from Graduation to the latest degree).
6	Copy of Aadhar Card
7	2 copies of permanent address proof. You may submit any of the following documents: • Copy of Aadhar Card • Copy of Passport • Copy of Driving License • Voters ID card • Ration card in employee's or family member's name • Electricity/Water Bill in Employees name or family members name • Cooking Gas Bill • Copy of LIC • MTNL/BSNL Bill • Nationalized Bank Statement/Pass Book in Employees name

Failure to submit any of the above-mentioned documents prior to joining Evalueserve could lead to offer being revoked.

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

Signature

Mr. Nigamananda Satapathy
Kurunti, Kendrapara
Kurunti
Kurunti Orissa- 754225.

Dear Nigamananda,

Sub: Offer of Employment

We welcome you to Narayana Health (hereafter referred to as NH) and wish you a long term and mutually rewarding career with us.

We take pleasure in inviting you to join the NH team as **Senior Executive-Materials Management** at Corporate Office Narayana Health, 261/A, 2nd Floor, Bommasandra Industrial Area, Anekal Taluk, Bangalore-560099. You will report to **Deputy 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 **02.03.2022** 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 **6** 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 one month. Upon acceptance of this offer and reporting for duty a formal e- Appointment Letter will be available in your self service portal (NEST). Please notify HR incase of any clarification.

Please be noted that on successful completion of your Post Graduate Degree, you are required to submit the passing certificate to HR Department. In the event if you fail to do so, the organization reserves the right to take necessary action including but not limited to termination of employment. This is in accordance with the discussion we had with you at the time of selection process and your agreement for the same.

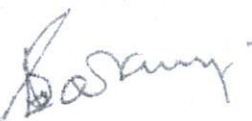
Please bring the documents as detailed in **Annexure 1** on the day of your joining. If you would like to know more about **NH** or have any questions or clarifications, please feel free to contact us.

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 Annexure 1.

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 **02.03.2022**. The validity of this offer will be contingent on your acceptance.

Best Wishes,



Sirshendu Mookherjee
Group Head - HR



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1, Prabhu Dayal Marg
Near Sangner Airport, Jaipur-302029

Narayana Hrudayalaya Limited

(Previously Narayana Hrudayalaya Pvt. Ltd.) CIN : L85110KA2000PLC027497

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

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 on a 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 tests 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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Tel : 080-71222222 Fax: +91 80 2783 2648. www.narayanahealth.org

Annexure 2- Offer Letter dated

Name : Nigamananda Satapathy
Effective Date : 02.03.2022

Your total annual compensation will be **INR 360,000.00**. 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	126,000.00	Monthly
House Rent Allowance	75,600.00	Monthly
Conveyance Allowance	42,000.00	Monthly
Flexible Allowance	61,848.00	Monthly
Statutory Bonus Advance	26,892.00	Monthly
Company Contribution -PF	21,600.00	Monthly
Gratuity	6,060.00	Monthly
Total CTC	360,000.00	

National Pension Scheme (NPS) : You have an option to subscribe for 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.

Statutory Bonus Advance: Advance Statutory Bonus paid on monthly basis will be adjusted against the bonus Payable under the Payment of Bonus Act as and when due.

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 Medclaim (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 **02.03.2022** at 9:00am.

I do hereby authorize NH to conduct background verification checks as part of the Recruitment process.

Signature:

Date:

Name:



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Tel : 080-71222222 Fax: +91 80 2783 2648. www.narayanahealth.org

25th January 2022

Name: Nishtha Vivek Agarwal

Address: Jaipur

Dear Nishtha,

With reference to your application and subsequent interview with us, we are pleased to offer you the **Healthcare Research and Data Analyst** with Clarivate Analytics, **Bangalore**.

CTC – INR 600,000 PA (Fixed 566038 + Variable 33,962) + Benefits include – Medical insurance up to INR 600,000; Gratuity; Stocks & shares – conditional benefit etc. and are requested to join us on or before 12th January 2022.

This offer is valid for a day from the time you receive it. Please indicate your acceptance of this offer by email within this time frame.

Please bring the following documents along with you when you come for joining:

1. One Passport size photograph (White Background)
2. Proof for Date of Birth
3. PAN card
4. Qualification Certificates (Original for verification and photocopies copies for our reference and record)
5. Copy of Passport (if any)
6. Address proof (Permanent/ Current)

Further information will be provided in the Joining Letter that you will receive at the time you join the company. Included in this Joining Letter are standard terms regarding the notice of termination or resignation which are provided below for your reference:

"Notice of termination/resignation: 30 days' notice on either side with the Company retaining the right to pay half month's salary in lieu of the notice."

Yours sincerely,

Satyam Pattnaik

Satyam Pattnaik
VP Human Resources – India

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

DRG Analytics & Insights Private Limited

Registered Office :

CR2, 12th & 11th Floor, Prestige Shantiniketan, ITPB Main Road, Sadaramangala Village,
Krishnarajapuram Hobli, Bangalore East Taluk, Bangalore - 560 048, Karnataka, INDIA.
T : +91 80 4656 0000, www.DecisionResourcesGroup.com
CIN-U74900KA2015FTC080238

Gurugram Office :

12th Floor, Building 10B, DLF Cyber City,
DLF Phase II, Gurugram - 122002, Haryana, INDIA
T : +91 124 4816000, www.DecisionResourcesGroup.com
CIN-U74900KA2015FTC080238

1. Statutory Benefits

- a. You will be not be eligible to statutory benefits such as provident fund and gratuity, as detailed in the Additional Terms and Conditions of Employment, and under any applicable law or policy in force from time to time.

2. Leave

You will be entitled to **avail annual leave** every year in accordance with our 'Time Off Policy'. The leave entitlements made available to you have been clubbed for administrative convenience. Leave eligibility will be based on the location of work, please refer 'Time Off Policy' for more details. Leave will be calculated on a pro-rata basis during the first calendar year of service. Unutilized leaves cannot be carried forward or encashed.

3. Company Policies

- a. During the term of your employment, you shall comply with all of the Company's policies, made available to you, including without limitation, the Company's code of conduct, Anti-Bribery policy, Anti-Fraud policy and any other policy implemented by the Company by whatever name called (together, "Company Policies"; each a "Policy"). As an employee of the Company you shall uphold the Company Policies, including any modifications, alterations, additions, deletions or replacements which the Company may undertake at its sole discretion.

The Company Policies are integral to the Company and are an important source of guidance to the Company's employees as to the standards of conduct expected of each of the Company's employees. While no document could possibly cover every question or circumstance with regard to your conduct as the Company's employee, the Company Policies provide guidance on some of the issues that are critically important to the Company. Just as important, the Company Policies can help you identify when it's time to ask for guidance from your manager, a Company's human resources business partner or a Company's lawyer.

You may be asked for a written, signed or electronic acknowledgement with respect to certain Company Policies. If so requested, please acknowledge that you have received access to and have read those Company Policies and that you understand your obligations to comply with their terms. Regardless of whether you have provided such written or signed acceptance, you expressly agree that each of the Company Policies are binding on you and that it is important for you to comply with them at all times, sometimes even after the termination of your employment. If you have computer access, you will likely be able to submit your acknowledgment electronically. Information will be provided to you as to how to submit your electronic acknowledgment. If you do not have computer access, and if required by the Company, you should sign a copy of the acknowledgment form as provided by your local human resources department.

- b. The Company reserves the right to terminate your employment at any time if it does not receive your signed acknowledgement with respect to certain Company Policies. In any case, you acknowledge that non-compliance with any of the Company Policies may result in disciplinary action against you, including, where the Company considers necessary under the circumstances, termination of your employment.


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DRG Analytics & Insights Private Limited

Registered Office

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T : +91 124 4816000, www.DecisionResourcesGroup.com
CIN-U74900KA2015FTC080238

- c. You acknowledge that it is your responsibility to know and keep yourself updated with respect to the Company Policies from time to time. Please get in touch with the relevant human resources team for assistance on where and how you may access the Company Policies.
- d. You acknowledge that the Company continues to operate in a dynamic environment due to which it may from time to time be necessary for the Company to make changes to its Company Policies. You therefore acknowledge and agree that the Company may, from time to time at its discretion, revise, modify, add, delete or replace any of the Company Policies in accordance with applicable laws. You hereby agree to be bound by all such changes to the Company Policies.

4. Confidentiality

- a. You acknowledge that information of a confidential nature pertaining to the Company or any other Group Company may come into your possession or become otherwise known to you in the course of your employment. Such information shall include (but not be limited to) trade secrets, know-how, business processes, product information, intellectual property, pricing, business strategy, customer lists, supplier terms and conditions, employment practices, employee particulars, financial information, etc. All such information is called "Confidential Information" and is more fully defined in Clause 1(a) of the Confidential Information and Invention Assignment Agreement, which is Annexure IV to this Letter.
- b. During the course of your employment and thereafter, you will keep strictly confidential, all Confidential Information as defined above, and shall not use the same for any purpose other than for the performance of your duties as an employee of the Company. Specifically, you will not disclose it to any third party, except to the extent necessary for you to perform your duties as an employee of the Company, and provided you take appropriate and reasonable steps to make sure such third party understands the confidential nature of the Confidential Information and is appropriately bound by confidentiality obligations consistent with these terms or are more stringent, as the circumstances may warrant.
- c. You shall also execute the Clarivate Analytics Confidential information and Invention Assignment Agreement in a form attached as Annexure IV herein, under which you will have the obligations to keep Company's proprietary information confidential.

5. Intellectual Property Rights

Your employment with the Company shall at all times be subject to your signing (and acting in a manner consistent with) an undertaking in favour of the Company vesting in the Company all intellectual property rights in the works created by you in accordance with the Clarivate Analytics Confidential Information and Invention Assignment Information attached to this Letter as Annexure IV.

For Company

Satyam Pattnaik

Satyam Pattnaik

VP Human Resources – India

ACKNOWLEDGED AND AGREED

Name: Nishtha Vivek Agarwal

Date: 25th January 2022

Registrar

The IHMR University
1, Prabhu Dayal Marg

Near Sangner Airport, Jaipur-302029

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12th Floor, Building 10B, DLF Cyber City,
DLF Phase II, Gurugram - 122002, Haryana, INDIA
T : +91 124 4816000, www.DecisionResourcesGroup.com
CIN-U74900KA2015FTC080238


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1, Prabhu Dayal Marg
Near Sanganeer Airport, Jaipur-302029

DRG Analytics & Insights Private Limited

Registered Office :

CR2, 12th & 11th Floor, Prestige Shantiniketan, ITPB Main Road, Sadaramangala Village,
Krishnarajapuram Hobli, Bangalore East Taluk, Bangalore - 560 048, Karnataka, INDIA.
T : +91 80 4656 0000, www.DecisionResourcesGroup.com
CIN-U74900KA2015FTC080238

Gurugram Office :

12th Floor, Building 10B, DLF Cyber City,
DLF Phase II, Gurugram - 122002, Haryana, INDIA
T : +91 124 4816000, www.DecisionResourcesGroup.com
CIN-U74900KA2015FTC080238

Annexure I A - Total Rewards (A + B + C + D)

Name : Paras Soni
Reporting Manager : Mansoor Mukadam

Title : Associate
Department : science

A - Base Pay (Total Fixed Pay)

Particulars/Component:(Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	400,000
Flexible Pay (per annum)	552,000
Provident Fund (12% Basic Salary) (per annum)	48,000
Base Pay (Total Fixed Pay)	1,000,000

B - Annual Bonus / Variable Pay

Target bonus Annual Incentive Plan:

- Apart from the Base Pay (Total Fixed Pay) components as specified above, you are eligible to participate in our Bonus AIP Plan, subject to the criteria of the then applicable incentive plan of the company.
- This is a variable bonus, based on Company & personal objectives with a payout of **10.00%** of the Base Pay (Total Fixed Pay). The potential variable pay amount **100,000** (An indicative amount only) on a full year basis.
- Please note that the payout under this plan will always be according to the company's applicable incentive plan as may be revised and circulated every year.
- If you are eligible for bonus payable under the Bonus Act, please note that your Annual Bonus set out above is in lieu of amounts payable under the Bonus Act. Nothing contained herein shall be construed to deprive you of your minimum entitlement under the Bonus Act- if your Annual Bonus is less than your minimum entitlement under the Bonus Act, the Company shall pay the differential amounts due and payable to you, in accordance with the timelines set out in Bonus Act.

C - Statutory Benefit

Gratuity:

Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shall be eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the total gratuity payment will not exceed the amount that the PGA sets out as the limit; and (b) if the PGA changes such that any of the eligibility, limit or method of calculation of payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the terms of payment of gratuity in accordance with its then applicable policies

D - Additional Benefits

Shift Allowance:	Where applicable and the allowance is variable based on shift timings. The details provided in the Shift Allowance Policy
Group Medclaim Insurance Policy (GMC):	Insurance cover: INR 600,000 p.a. for spouse/domestic partner/same sex partner, two children and 2 parent/in-law (Note: Maternity Benefit of INR 65,000 is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of CTC (Subject to Maximum of INR 60,000,000)
Employee's Group Personal accident insurance Policy (GPA):	Insurance covers disability & death due to accident. Total Sum Cover: 5 times of CTC

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part


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Paras Arya <parasarya41@gmail.com>

Clarivate - Salary Break up details

Anush Bidappa <Anush.Bidappa@clarivate.com>

Thu, Feb 3, 2022 at 3:13 PM

To: "parasarya41@gmail.com" <parasarya41@gmail.com>

Hi Paras,

Congratulations!

We are pleased to offer you the role of **Associate** in Bangalore. Your joining date is on 7 Feb 22. Below are the details for your reference:

Total Package : **INR 1,100,000** { 1,000,000 Fixed + 100,000 Variable }

RSU (Restricted Shared Units) is a unique program where every employee receives RSUs based on certain criteria (Certain criteria like Date of joining, Customer Delight score, etc). Employees in the past have received RSUs valued ~2,000-2500 USD every year.

Name of the Employee	Paras Soni	
Designation	Associate	
Process	Life Science	
TFP	1000000	
Bonus / Target %	10	
SL No	Break Up	
1	Basic Salary	400,000.00
2	Flexible Compensation	552,000.00
	Statutory Benefits:	
3	Provident Fund _ Employer Contribution @ 12% of basic	48,000.00
4	TFP	1,000,000.00
5	Target Bonus Amount	100,000.00
6	Total Target Cash	1,100,000.00
7	Gratuity	19,240.00
8	Total Package	1,119,240.00

The above offer break-up is inclusive of remote office set-up expense, such as Wi-Fi/ internet, office set up furniture (table and chair) and telephone expense.

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Apart from the above, you will also be eligible for a medical insurance worth **INR 600,000**

Group Medical

Sum insured – INR 600,000 (including dependent)

- Policy covers: Colleague + spouse/domestic partner/same sex partner + 2 dependent children + 2 parent/in-law
- Option to opt: Domestic partner/same sex partner
- Cross combination allowed for opting parent/in-law
- INR 65,000/- for both Normal and C-Section

Group Personal Accident

Sum insured limit:: 4 times of Annual Salary (TFP)

Group Term Life

- 4 Times Annual CTC

Annual Leaves - 33 Days**Work Life balance**

Kindly share your acceptance over email by **4 Feb 22 (9 am IST)** to proceed with your offer letter and on-boarding process.

Do reach out to me in case of any query.

Congratulations!

Regards,

Anush

From: Anush Bidappa
Sent: Tuesday, January 18, 2022 10:16 PM
To: parasarya41@gmail.com
Subject: FW: Clarivate - Documentation

Hi Paras,

As discussed, for further documentation procedure with Clarivate, Please revert with the list of documents below. There are 3 forms to be filled and sent, are attached as well.

Please fill in the checklist to help yourself in sending all the required documents.

Also, please fill in the checklist.


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Category	Particulars	Included? (Yes/No)
Updated Resume	Updated Resume with latest/current work experience(if any)	
Current & Previous Employment Details	Relieving Letter/Experience Letter from Current/ Last Employer	
	Offer Letter from Current/Last Employer(Breakup also)	
	Recent Hike Letter with Compensation Breakup (If any)	
	Last 3 pay slips(Breakup)	
	Relieving Letter/Experience Letter from all employers in the last 5 years	
Highest Qualification(Graduation/Post Graduation)	10 th and 12 th marksheet	
	Graduation/Post graduation – marksheet & convocation	
Photo ID Proof : (Mandatory)	PAN Card / Receipt of the Pan card applied for	
Address Proof (Aadhar Card Mandatory) :	Aadhar Card	
Clarivate Forms	BGV Authorization Letter – please fill in the details, sign and share the copy	
	Health Declaration Form - Letter – please fill in the details, sign and share the copy	
	Clarivate Employee Declaration - Letter – please fill in the details, sign and share the copy	

If you have any queries or clarification, kindly reach out to me on – 8861077001

Regards,

Anush


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 Near Sanganer Airport, Jaipur-302029

Dear Pruthvi Manish Bhanabhagawanwala,

Date: 14th Dec, 2021

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 will be **Rs. 5,00,000** per annum & **Rs. 1,00,000** onetime retention bonus (retention bonus will be paid after completion of one year in the organization.) 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 **4th Apr, 2022**.

Compensations and benefits:

1. Working Hours

You will be working for 5 days a week [Monday to Friday fulltime]. 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.


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Healthark Wellness Solutions LLP
821, Sun Avenue One, Manekbaug Road, Nr. Shreyas Tekra, Ambawadi, Ahmedabad – 380015,
Gujarat, India

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.

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. Joining Date

As discussed with you, we would like you to join the company on **4th Apr, 2022**.

7. Notice Period

You will be required to give at least Three-months notice period failing which you are required to pay equivalent salary amount as a 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, photocopy of the following documents should be submitted:

- Permanent Account Number (PAN) card Aadhar Card, Driving License, Passport and Election ID
- Degree Certificate and Post graduate degree certificate
- Birth Certificate/Proof of age
- 4 photographs
- Relieving letter & Last Three Month's Salary Slips from your last employer.

We look forward to having you in our team.

Sincerely,
Dr. Purav Gandhi
Founder & CEO
Healthark Insights



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Near Sanganer Airport, Jaipur-302029

Healthark Wellness Solutions LLP
821, Sun Avenue One, Manekbaug Road, Nr. Shreyas Tekra, Ambawadi, Ahmedabad – 380015,
Gujarat, India

Appendix – I

Components	Amount Per Month	Annual CTC
(A) Fixed Components		
Basic	16,667	2,00,000
HRA	8,333	1,00,000
Special Allowance	16,667	2,00,000
Sub Total Of (A)	41,667	5,00,000
(B) Variable Components		
Retention Bonus**		1,00,000
Sub Total Of (B)		1,00,000
(C) Deductions		
Professional Tax	200	2,400
Sub Total Of (C)	200	2,400
Total Take Home Salary (A+B-C)	41,467	5,97,600

**one-time retention bonus of INR 1,00,000 will be paid after completion of one year in the organization.

Currently we do not deduct PF, but same will be deducted in future when applicable as per Govt norms.
Gratuity will be paid as per the government norms.



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Healthark Wellness Solutions LLP

821, Sun Avenue One, Manekbaug Road, Nr. Shreyas Tekra, Ambawadi, Ahmedabad – 380015,
Gujarat, India

February 07, 2022

Mr. Rohan Sham Karanjkar

Dear Mr. Rohan Sham Karanjkar,

It gives us great pleasure to extend to you an offer to join our Organization as "Executive Trainee" in India Formulations.

We believe there is an excellent match between your skills and the career opportunities available to you as a member of our Organization.

Your total compensation will be **Rs. 4.50 Lacs p.a.**

You will be required to carry the following documents on joining.

1. Certified photocopies of educational certificates (10th, 12th, Graduation & (post-graduation if any)
2. Passport size photographs
3. PAN card copy
4. Passport copy
5. Cancelled cheque copy
6. Previous relieving letter and experience letter
7. Aadhar card copy.
8. Address proof
9. PF and Gratuity details

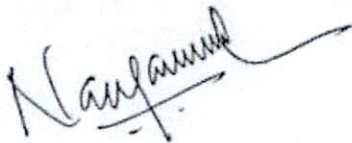
Please sign this letter as a token of your acceptance of our offer and return it to the undersigned. You are required to join as early as possible but not later than **July 01, 2022**.

We are confident about you making significant contribution to the company's business.

Thanking you.

Yours faithfully,

For **GLENMARK PHARMACEUTICALS LTD.**



Dy. GENERAL MANAGER - HUMAN RESOURCES



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Glenmark Pharmaceuticals Ltd.

Glenmark House, B. D. Sawant Marg, Andheri (East), Mumbai - 400 099, India

T: 91 22 4018 9999 F: 91 22 4018 9986 CIN No: L24299MH1977PLC019982 W: www.glenmarkpharma.com

Registered office: B/2, Mahalaxmi Chambers, 22 Bhulabhai Desai Road, Mumbai - 400 026 E: complianceofficer@glenmarkpharma.com

Rohan Karanjkar

Emp. Name: Mr. Rohan Sham Karanjkar

Designation: Executive Trainee

Annexure A

Salary Components	INR Per Month	INR Per Annum
Basic Salary - A	11,256	1,35,072
House Rent Allowance	5,628	67,536
Education Allowance	200	2,400
Medical	1,250	15,000
Kit Maintenance Allowance	300	3,600
Soft Furnishing Allowance	300	3,600
Personal Pay	13,887	1,66,639
Total Allowances - B	21,565	2,58,775
Total Monthly Salary - C (A+B)	32,821	3,93,847
Retirement Benefits		
Provident Fund	1,800	21,600
Gratuity {4.81% of Basic Salary} **	541	6,497
Total Retirement Benefits - D	2,341	28,097
Annual Allowances		
LTA		11,256
Annual Bonus*		16,800
Total Annual Allowances - E		28,056
Gross Salary - F (C+D+E)		4,50,000
** Gratuity will be payable as per Gratuity Act.		
*Annual Bonus is an indicative annualized amount.		

[Signature]

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Glenmark Pharmaceuticals Ltd.

Glenmark House, B. D. Sawant Marg, Andheri (East), Mumbai - 400 099, India

T: 91 22 4018 9999 F: 91 22 4018 9986 CIN No: L24299MH1977PLC019982 W: www.glenmarkpharma.com

Registered office: B/2, Mahalaxmi Chambers, 22 Bhulabhai Desai Road, Mumbai - 400 026 E: complianceofficer@glenmarkpharma.com

Placements

From: Komal Kavaia <komal@brandcare.net>
Sent: 05 January 2022 16:45
To: Saloni Dasandhi
Cc: Placements; HR Desk
Subject: Re: Appointment -: Client Servicing

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 Saloni,

As per my discussion with Priyanka, clearing your doubts

1. Joining will be around 15th Jan 2022
2. We will review and revise to full employment role in April 2022 and expand salary if required
3. Along with this you will be doing an internship as well, a small project will be given to you.

I hope this clear your doubts

Regards

Komal Kavaia
Head Servicing

Mob: +91 77100 99851
Office: +91 22 25805655 | +91 22 25825710 | +91 22 25825719
Mumbai | Singapore
| [Website](#) | [Twitter](#) | [Facebook](#) | [LinkedIn](#) | [Blog](#) |



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On Wed, Jan 5, 2022 at 3:39 PM Komal Kavaia <komal@brandcare.net> wrote:

Dear Saloni,

Post our discussions for your role as Client Servicing, below is the offer.

Based on our discussions, your experience and the profile we are pleased to offer you the above position based at our Thane office.


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1.You will be paid a Retainer Remuneration of Rs 45,000/- per month all inclusive and will be further reviewed based on your work ethic, performance and company performance.

2. We will review and revise to full employment role in April 2022 as per pt.1

We will issue you a formal retainer letter on the date of joining at our Thane office

A line of confirmation on the above would be highly appreciated and the date of joining confirmed in the coming week.

Thanks and Regards

Komal Kavaiya

Head Servicing

Mob: +91 77100 99851

Office: +91 22 25805655 | +91 22 25825710 | +91 22 25825719

Mumbai | Singapore

| [Website](#) | [Twitter](#) | [Facebook](#) | [LinkedIn](#) | [Blog](#) |



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MSN Laboratories Private Limited

MSN House, Plot No.: C-24,
Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pincode: 500018. India.
CIN: U24239TG2003PTC041583
Phone: +91-40-30438600 Fax: +91-40-30438798

June 08, 2022

Sanket Shripal Danole
Danole Mala, A/P-Erandoli
Tal Miraj, Dist-Sangli
Maharashtra-416410

Dear Sanket Shripal Danole,

Sub: Offer and Appointment Letter

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

1. Designation:

You will be designated as "Management Trainee" in CNS Team based at Hyderabad.

2. Remuneration:

Detailed compensation structure as Total Cost to Company (TCC) Rs.418845/- is mentioned in the Annexure-I.

3. Documents to be Submitted:

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

- Passport Size Color Photographs (Self) - 7 nos. and Dependent-family members photograph - 1 nos. each
- All Educational Certificates and any other Certificates related to specific Training and Skills
- All Previous Employment Service Certificates/ Relieving Letters
- Relieving Letter /Service Certificate of your Current Employer
- Latest three months' pay slips of Current Employment
- Last Six Months Bank Statement of Current Employment
- Aadhar Card of self and dependent family members
- PAN Card
- Passport / Driving License
- A cancelled cheque leaf of active bank account
- Previous Employment EPF (UAN) / ESI details if any
- Previous Employment Provisional Form-16, if applicable, for Income Tax Calculation Purpose


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4. Terms & Conditions:

- a. Your employment is governed by the detailed Terms & Conditions furnished in Annexure - II.
- b. As discussed, you need to join us on or before **June 15, 2022** failing which this Offer and Appointment Letter stands withdrawn.

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

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

Thanking you,

Yours sincerely,
for MSN Laboratories Private Limited


P Narsimha Rao
Senior Vice President - Group HR



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Annexure-I

Name : Sanket Shripal Danole
Designation : Management Trainee
Division : CNS Team
Headquarter : Hyderabad

TOTAL COST TO COMPANY

(All figures in INR)

Salary Components	Per Annum	Per Month	Payment Frequency
A. Monthly Salary			
Basic Pay	180000	15000	Monthly
House Rent Allowance	72000	6000	Monthly
Education Allowance	2400	200	Monthly
Statutory Bonus (Advance Payout)	0	0	Monthly
Minimum Guaranteed Bonus	115600	9633	Monthly
A - Gross Total	370000	30833	
B. Statutory / Other Benefits			
PF (Employer Contribution)	21600	1800	Monthly
Statutory Bonus / Ex-gratia	8400	700	Annual
ESI (Employer contribution @ 3.25% of Total-A)	0	0	Monthly
Medical Insurance(Employer Contribution)	18845	1570	Annual
B - Total	48845	4070	
Total Cost to Company (A + B)	418845	34904	
C - Gratuity(As per the Gratuity Act 1972)	8664	722	
Total Cost to Company(A+B+C)	427509	35626	

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

1. Coverage under Group Personal Accident Policy
2. Coverage under Group Term Life Insurance Policy
3. Coverage under Group Mediclaim Policy (Self & Dependents - Spouse, Parents and 2 Children) / ESI Coverage as per the ESI Act 1948 - Whichever is applicable
4. Gratuity, as per Gratuity Act.

For MSN Laboratories Private Limited

P Narsimha Rao
Senior Vice President - Group HR



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Name : Sanket Shripal Danole
 Headquarter : Hyderabad
 Designation : Management Trainee

PROVISIONAL MONTHLY SALARY

Salary Components	Per month	Deductions	Amount
Basic Pay	15000	Provident Fund	1800
House Rent Allowance	6000	ESI	0
Education Allowance	200	Professional Tax	200
Statutory Bonus (Advance Payout)	0		
Minimum Guaranteed Bonus	9633		
Gross Salary Total - A	30833	Total Deductions	2000
Net Salary (Take Home)			28833

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for -



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TERMS & CONDITIONS OF THE EMPLOYMENT

1. The effective date of joining shall not be later than **June 15, 2022**, failing which this offer and Appointment Letter stands withdrawn.
2. Your initial place of posting shall be at **Hyderabad in CNS Team**. However, your services are transferable to any Location in India or outside India to serve the Company in any of its Departments, Factories, Establishments, Group Companies and its associates. You will abide by the working conditions and policies of the area concerned and the transfer arrangement will not deem to constitute a change in your service conditions.

The company may decide to impart training at any of its locations in India and for that purpose may transfer you from one location to another. In such an event there will be no change in your compensation and other terms & Conditions.
3. It will be obligatory on your part to submit regularly your daily report on a daily basis to your immediate superior and Corporate Office.
4. You shall devote your time fully to learn and enrich knowledge about the company's products and sales / marketing policies, programs and operations and diligently carry out the same to the best of your ability as assigned by your superiors from time to time.
5. You shall be regular in your attendance while on duty and shall abide by the company rules and regulations.
6. During your employment, you will not engage or indulge in any act including financial transactions with wholesalers / retailers / stockiest, which will be prejudicial or neither detriment to the interest of the company nor will you engage in any other training / study, profession / employment or business, without formal permission from the management.
7. You will strictly adhere to the instructions procedures and protocols given by your superiors while dealing with the accredited wholesalers / stockiest/Chemists during the course of your employment.
8. At the time of transfer / cessation of employment, it would be necessary that:
 - i. You shall obtain No dues certificate from all the accredited wholesalers/stockiest/chemists operating in your territory for the purpose of final settlement.
 - ii. Any balance of advance, Imprest or loan taken by you from the company and any other legal dues shall be fully recovered from your Salary/stipend/ allowances against your full and final settlement of amounts. In the event of any balance dues, you are liable to repay the same.
 - iii. You shall return the company's property entrusted to you. On failure to do so, an amount equivalent thereto shall be recovered from your legal dues.
9. The existing Rules and Regulations of the Company governing service conditions of SBO/TM along with the job description will form part of the terms of this agreement is enclosed in Annexure-III.


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10. Your appointment with the Company would be subject to accuracy of the testimonials, experience and information provided by you in securing the employment with the company. If you have made any false declaration or willfully suppressed any material information, you will be liable for removal from the service without notice.
11. Your Date of Birth is recorded as **June 12, 1997**, by the Company on the basis of documentary evidence produced by you at the time of your appointment. You are advised to take a note of the same, and this date will be considered as the authenticated date of birth for all purposes throughout your service with the Company, and will not be changed under any circumstances.
12. You will be on probation for a period of six months, and the same may be extended at the discretion of the management by such further period not exceeding six months. During the period of probation including any extended period, this contract of employment is terminable by either party with or without any notice or assigning any reason.
13. You are required to keep us informed of any changes in your personal details, residential address, marital status, educational qualifications, dependent's details etc.
14. You shall do the best of your ability and devote your experience, knowledge, skills and working hours with full of attention and energy for the business of the Company. You shall use your best endeavors to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts of yours.
15. Changes in your compensation are discretionary and will be subject to the overall performance of the Company, your individual effective performance and policies of the Company. You shall keep details of your salary and employment benefits strictly confidential within and outside the Company.
16. Daily Allowance: You will be eligible for Daily Allowance for out-of-pocket expenses as per Company rules.
17. You will be liable to conform to the Company Policies and Procedures, rules and regulations, discipline and general work practices, which are subject to change from time to time.
18. As per the policy of the Company, we expect you to devote full attention and effort to the business of the Company and to continuously develop professional skills in mutual interest. We clearly disapprove of any employee directly or indirectly engaging himself/herself in or devoting any time or attention to any part-time employment or business or monetary position other than that of the Company. You will not undertake either directly or indirectly any activities, which are contrary to or inconsistent with your obligations to the Company, its reputation, image and interest whether direct or indirect. At any time, if it is found that there is any breach of this condition on your part, your services are liable to be terminated at the discretion of the management.
19. You will be responsible for the safe keep and return in good condition and order, of all property such as tools, equipment, instruments, books, uniforms etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from your dues and take such other action, as we deem proper in the event of your failure to account for such property to our satisfaction.

8

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 Registrar
 The IHMR University
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 Near Sangner Airport, Jaipur-302029

20. As per the Company's policy, the age of superannuation is 58 years subject to your being physically
21. and mentally fit as certified by a medical practitioner designated by the Company and meeting the performance expectations of the Company. Retention of your services beyond the age of superannuation will be entirely at the discretion of the management.
22. You will be required to sign an Employee Non-disclosure/Confidential Agreement with the Company at the time of joining. In the performance of your duties, you will come to possess information connected with the Company's financials, operations of manufacturing processes, documents, plans, drawings, prints, trade, secrets, technical information, reports, statements, correspondence etc., and other matters relating to the Company's business, written or unwritten and also information and instructions that pass through you or come to your knowledge. All such information shall be held by you in strict confidence and shall not be divulged to any person during your services with the Company or thereafter. In the event of your acting in any contrast or thereafter, the Company will be at liberty to initiate appropriate proceedings to safeguard the interests of the Company.
23. This contract of employment after confirmation of your probation period is terminable with or without reason by either party giving one-month notice in writing. The Company reserves the right to pay or recover pay-off in lieu of notice period. Further the Company may at its discretion, relieve you on such date as it may deem fit even prior to the expiry of the notice period.
24. Upon termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect a smooth transition of your responsibilities and ensure that the Company is aware of all matters being handled by you.
25. Upon termination of your employment with the Company for any reason, you shall promptly return to the Company any keys, credit cards, passes, confidential documents or material, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things including any copies thereof, containing Confidential Information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/ property / Confidential Information in your custody have not been properly handed over by you to an authorized representative of the Company.
26. The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in clause 2 of this letter of Offer and Appointment Letter, or to carry out no duties, and to instruct you not to communicate with clients, employees, agents or representatives of the Company until your employment has been terminated, provided that you will continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You will not be entitled to engage in any other employment, work or business during the notice period.
27. Any breach of the Company's regulations/policies, failure to attain or maintain a satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and Disciplinary action will be initiated accordingly as per the Company regulations / policies.
28. Jurisdiction: Any disputes arising out of and /or related to your employment with the Company shall be subject to Hyderabad City Jurisdiction.


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JOB DESCRIPTION OF SCIENTIFIC BUSINESS OFFICER/ TERRITORY MANAGER

1. GENERAL RESPONSIBILITIES

- a) You will be responsible for the sales in the territory assigned to you.
- b) You will create profitable sales increase each year as per the Company's directives with respect to target and product mix from time to time.
- c) You will improve Company's image in the territory assigned to you.
- d) You will maintain accurate and complete records of all details in Data Bank and Company's Stockiest.
- e) You will possess accurate and complete knowledge of company's products and operational procedures.
- f) You will develop sound overall knowledge of your area and improve human relations in your contacts with doctors, stockiest etc.

2. SALES PRESENTATIONS:

- a) You will greet your prospects i.e., doctors, retailers and stockiest and establish rapport with them.
- b) You will pre-plan your presentation of Company's products and adjust your story as per the interests of your customers, retailers and stockiest to ensure maximum sales.
- c) You will study the detailing story extremely well and reproduce it with proper emphasis, demonstration, selling methods and close.
- d) You will handle objections likely to be raised by the doctors efficiently with the help of thorough knowledge of the products, through flip chart, literature, folder or clinical trial report etc.
- e) You will emphasize to the doctors, chemists and other customers, advantages of the company's products over competitors products.
- f) You will analyze your calls on different customers, doctors, chemists etc. so that you can modify your behavior for the future with the help of Data Bank, DCR, T.P., Rx Audit at retail counter, booking orders etc.

3. SELECTION OF PROSPECTS (Doctors, Institutions, Stockiest, Retailers etc.)

You will know fully, locations and potential outlets for Company's products and every stockiest and retailer in your territory.

4. PLANNING AND SELF-MANAGEMENT

- a) You will determine in consultation with your superiors what is the best time to call on important prospects, doctors, stockiest and retailers in your territory and execute the plan of action accordingly.
- b) You will achieve a minimum daily call average of 12 doctors and 6 retailers in a month.
- c) Daily Call Reports shall be sent daily so as to reach BM/SBM, RBM + Sales Admin on daily bases.
- d) Data Bank shall be promptly up-dated both for additions and deletions and shall be brought in the cycle meetings for review as well when BM/SBM/RBM requires during his visit for discussions/joint working.
- e) Monthly expenses statement should be promptly posted to BM/SBM so as to reach latest by 5th of each month and enable Head Office to reimburse the money with the salary of that month.
- f) You shall continue to book orders from Stockiest/Retailers/Doctors/Institutions and shall send the carbon copy of the same to your BM/SBM along with your Expense Statement.

- g) You shall monitor the prescribing habits of Doctors during the retailer's visit and shall record the information.
- h) You shall participate in the objective evaluation conducted by BM/SBM and in his absence the RBM during cycle meeting.
- i) You shall do the detailing practice of new visual aid/literature and shall actively participate in detailing exercise in the cycle meetings.
- j) You shall refrain from taking any leave during the joint working as per existing agreement with your seniors except in case of unavoidable circumstances.
- k) You shall strictly follow the tour programme and the mode of transport as agreed with BM/SBM. Any change in tour programme will be subject to mutual consent only.
- l) The sampling strategy given by Marketing Department shall be totally implemented by you.
- m) You shall fill up all columns provided in present DCR property.
- n) You shall prepare the list of Doctors based on the market information collected for implementing Special Campaign. Special campaign shall be implemented in totally with full force.

2

Acknowledgement for the Acceptance of the Offer and Appointment Letter

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

I shall report for duty on _____

Signature:

[Handwritten Signature]

Date:

[Handwritten Signature]
Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganeer Airport, Jaipur-302029

267

Vatika Business Park, Block 2, 10th
Floor, Sector 49, Sohna Road,
Gurgaon 122001, Haryana
t: + 91-124-4850500
f: + 91-12 4-4850666

stryker

Ref: HR /2022/SS
June 24, 2022

To,
Saurav Singh

Letter of Intent

Dear Saurav,

Further to our discussion, it gives us great pleasure to extend you an offer to join **Stryker India Private Limited** as **Trainee in Commercial -Orthopedics -JR** department at **Bangalore**. We believe that there is an excellent match between your skills and the career opportunities available to you as a member of our organization.

As mutually agreed, your total compensation is given in Annexure-A. A formal letter detailing the terms and conditions of employment shall be given to you at the time of joining.

You are required to join as early as possible, but no later than **September 01, 2022**, failing which the offer shall stand invalid, unless otherwise mutually agreed in writing over email communication.

We look forward to a long term and a mutually rewarding relationship with you. We are confident that you will make a significant contribution to the organization.

Your will be on probation period till **31st March 2022**. Your employment will be confirmed in **April 2023** basis on your performance evaluation.

Please note that in the event of termination of employment by either party within two years of joining you will be liable to reimburse to the company:

- Relocation expenses paid / reimbursed by the company to the employee
- Notice period reimbursed by the company to the employee

Welcome to the Stryker family.

This letter is being issued to you in duplicate. You are requested to return one copy of this letter duly signed by you in acceptance of the offer.

Yours sincerely,
For **Stryker India Private Limited**

Harsh Suri
Senior Manager – Talent Acquisition

Name : _____
Signature : _____
Date : _____

Suri Harsh

Digitally signed by Suri
Harsh
Date: 2022.06.28 13:38:36
+05'30'


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Near Sanganer Airport, Jaipur-302029

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Floor, Sector 49, Sohna Road,
Gurgaon 122001, Haryana
t: + 91-124-4850500
f: + 91-12 4-4850666

stryker

Name: Saurav Singh		
Position: Trainee-Commercial		
Department: Commercial-Orthopedics-JR		
A) Salary Components	Monthly	Annual
Basic	INR 18,330	INR 219,960
Flexi Allowance	INR 28,670	INR 344,040
Fixed Salary (A)	INR 47,000	INR 564,000
B) Retirals		
PF	INR 2,200	INR 26,395
Gratuity		INR 10,580
Total Retirals		INR 36,975
Gross Salary (A+B)		INR 600,975
C) Variable		
Annual Bonus %		11%
Annual Bonus		INR 62,040
Total Variable		INR 62,040
CTC (A+B+C)		INR 663,015
**Note: Bonus amount is paid out 100% on achievement of 100% target. Bonus is paid as per individual and company's performance.		
	Other Benefits:	Per Annum
Mediclaime - Floating Coverage for self + 3 (Spouse + 2 children upto a maximum age of 25 years)		INR 500,000
Mediclaime - Floating Coverage for parents or in-law (1+1), either set of parents upto the age of 90 years		INR 300,000
Personal Accident Policy - Coverage		3 Times of CTC
Term Life Insurance Policy - Coverage		3 Times of CTC
Critical Illness - Coverage		INR 750,000

Note: candidates joining in the fourth quarter of the year (between October to December) will not be eligible for appraisal and bonus payout for the current year.

*** Flexi Allowance Guidelines -**

The amount mentioned above in the Flexible allowance is assigned as per below:

House Rent Allowance (HRA)	50% of Basic Salary
Leave Travel Allowance (LTA) ¹	Lower of 8.33% of Basic Salary or INR 1,40,000
National Pension Scheme (NPS) ²	10% of Basic Salary (optional for employees)
Supplementary Allowance	Balancing amount of Flexi Allowance

1. LTA is reimbursed on a quarterly basis post tax deduction while bill submission for claiming the benefit is done annually along with other investment proof submissions
2. Registration opens on a quarterly basis to opt for NPS, maximum that can be contributed towards NPS is 10% of basic salary


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1, Prabhu Dayal Marg
Near Sanghvi Airport, Jaipur-302029
Registered Office: C-5, Safdarjung Development Area, Commercial Complex, New Delhi

Suri Harsh

Digitally signed by
Suri Harsh
Date: 2022.06.28
13:39:24 +05'30'

OFFER LETTER

10-Dec-2021

Shahween khan

C-42, SECTOR-1, NEAR WATER TANK, SHANKAR NAGAR, RAIPUR, CHHATTISGARH. (Pin code- 492004), Raipur, Chhatisgarh, 492004

Dear Shahween khan,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend you an offer of employment as Business Analyst in our Customer Insight - Data Analytics - 01 department. Your place of work will be Gurgaon.

Your total compensation will be INR 800000 per annum. The breakup and additional details about your compensation is provided under Annexure A.

Please note that this offer is subject to satisfactory completion of verification and /or background or reference checks which may occur at any time prior to or after your effective start date. Your employment with us shall be governed by an employment agreement on the date of your joining which will contain in detail the terms and conditions of your employment.

You are required to provide copies of all mandatory documents required by us before joining and during the course of your employment, as per the timelines specified/communicated by us from time to time. These documents include but are not limited to your education and past employments as provided under Annexure C. The offer of employment and your employment with us is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of the offer or immediate termination of employment as the case may be.

To indicate your acceptance of this offer and employment with us, we request you to send an in-response email to the Evalueserve recruiter. At the time of joining, please submit a copy of Employment Agreement, this offer letter, Annexure A – Compensation and Annexure B – Declaration with your signature. In addition, please provide all the documentation identified in Annexure C.

The date of joining will be **16-Dec-2021**. The terms of this letter and this offer are valid for 1 week from the date of this letter. After receiving your acceptance of this offer if you do not join us on a mutually agreed date of joining, or if we are unable to set an alternative date or if we do not receive a mail confirmation from you before the expiration of this period, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by us in writing. We reserve the right, at our sole discretion, to revoke or extend this offer.

We look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact the Evalueserve recruiter on the Email ID or phone number provided by him/ her should you have anything you would like to discuss further.

We believe you have a successful career ahead of you at Evalueserve and look forward to your joining us.

Yours sincerely,

Preeti Dhall

Preeti Dhall Pal

Confidential
Evalueserve.com Private Limited

Signature

7th & 8th Floor, Tower - 6, Candor Gurgaon One Realty Projects Pvt Ltd.
Sector - 48, Gurgaon, Haryana - 122002

Registered office: A-47, Lower Ground Floor, Hauz Khas, New Delhi - 110 016
CIN: U45400DL2007PTC171508 | Tel: 0124 - 4639600 | Fax: 0124-4008969
india@evalueserve.com | www.evalueserve.com | © 2021 Evalueserve. All Rights Reserved


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Vice President and Head-Human Resources (India)

By signing below, I hereby confirm and acknowledge that I understand, agree and accept the aforementioned terms and condition of this offer.

Shahween khan

16-Dec-2021


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Signature

Annexure A (Compensation)

Salary structure for the year

Basic Salary (excl. Employees contribution to PF)	366046	
Employee's contribution to provident fund	21600	
Total salary		387646
Others		387646
• House Rent Allowance/ Company Leased Accommodation	193823	
• Food Allowance	26400	
• Special Allowance	167423	
Employer's contribution to PF		21600
Medical Insurance *		3108
Bonus		
Total cost to the company		800000

* Evalueserve provides various reimbursement options which Employees can select upon their joining. For further details Employee is advised to get in touch with the Finance department after joining.

Basic Salary and Allowances:

Your salary is split into basic annual salary and allowances (HRA, special allowance and food allowance).

House Rent Allowance (HRA)/Company-leased Accommodation:

Company may provide you with HRA or a Company-leased accommodation, as per the Company policy. Company lease accommodation is provided only after successful completion of one year in Evalueserve and as per Company policy.

Special Allowance:

You shall be entitled to a special allowance, which will be a part of your salary.

Provident Fund:

You will be enrolled in the Company's Provident Fund scheme.

Other Benefits / Medical Insurance Benefits:

You will be enrolled for Company's group medical / hospitalization insurance which shall be a part of your CTC. There is a provision of increasing the medical and accidental insurance coverage and inclusion of dependents into the policies for an additional cost which will have to be borne by you.

Milestone Incentive Plan

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The Incentive plan is contingent upon the achievement of pre-determined objectives (both tenure and individual's performance) as per the policy. Employees enrolled into the plan are eligible for payments upon completion of minimum 18 months of continuous employment at Evalueserve, and provided the employee has not resigned/serving notice period at the time of pay out. Evalueserve reserves the right to amend/modify/roll back this plan without any prior notice.

ANNEXURE B (DECLARATION)

I hereby represent and warrant that as of my effective start date of employment with Evalueserve, 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-a-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 employer 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 Evalueserve or employment with Evalueserve, 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 Evalueserve 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 Evalueserve, including any such documents or materials from my previous employer. To the extent I feel that my employment at Evalueserve would require me to bring any third party documents or materials to Evalueserve, 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 Evalueserve. 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 Evalueserve to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

Name: Shahween khan


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Signature

ANNEXURE C (DOCUMENTS REQUIRED FROM CANDIDATE)**Documents to be submitted before the date of joining**

S No.	Particulars
1	8 passport-size coloured photographs
2	Copy of offer letter from last employer
3	Salary slip with company seal or on letterhead of company
4	Relieving letter from past employers. Document should be on the letter head of company or from official email id clearly mentioning the date of relieving.
5	Copies of your academic records (starting from Graduation to the latest degree).
6	Copy of Aadhar Card
7	2 copies of permanent address proof. You may submit any of the following documents: • Copy of Aadhar Card • Copy of Passport • Copy of Driving License • Voters ID card • Ration card in employee's or family member's name • Electricity/Water Bill in Employees name or family members name • Cooking Gas Bill • Copy of LIC • MTNL/BSNL Bill • Nationalized Bank Statement/Pass Book in Employees name

Failure to submit any of the above-mentioned documents prior to joining Evalueserve could lead to offer being revoked.



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 Signature

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mail

Search mail



5 of 84

Offer Letter for Trainee Key account manager - Sales Inbox x

YMDM (Mandar Mohan Mane)

to me, MDWN, SIRV

Fri, Jan 14, 1:07 PM (9 days ago)



Dear Sheetal,

Congratulations! It is our pleasure to offer you the position of **Trainee Key Account Manager** in **Novo Nordisk India Pvt Ltd**. We hope that this will mark the beginning of a changing career for you; a career that will bring you exciting opportunities, and where you can positively impact the lives of people with Diabetes, Haemophilia & Growth Hc disorders.

Novo Nordisk is growing rapidly in all parts of the world. Wherever you are, the role of managing people is key to our future success. This means that we expect you to deliver business results through individual and team performance by engaging and collaborating with people. Also part of your new job is to be a role model of the 'Novo Nordisk Way'. 'Novo Nordisk Way' defines the way we do things at Novo Nordisk and you will be the one to make the Novo Nordisk Way work in practice, to interpret it in your department with your people, and to implement it in the daily work.

You will be part of SOAR program which is one of the flagship initiative under Novo Nordisk India Diversity aspiration in Sales Domain. We are sure you will enjoy this learn journey which will benefit in your long term career with Novo Nordisk.

Attached is a breakup of the offer, the detailed appointment letter shall be shared at the time of joining. Please note that this offer is valid subject to receipt of your acceptance within two working day of the offer release. If you are currently employed then requested to share a copy of your resignation acceptance or screenshot of mail specifying your resignation acceptance and date of relieving in your current organization. We are confident that you will contribute to the success of Novo Nordisk and we look forward to having you in our team.

As a part of the joining process you would be required to undergo a medical examination before your joining date. We would also be administering a reference and background verification. Your appointment is subject to the certifying of your medical fitness and your background check meeting the employment qualifications of the company.

Note: Your joining date will be **24th Jan 2022**. You will undergo induction program starting from **24th Jan** at **Bangalore / Digital**. If we plan F2F induction, accommodation arrangement will be done by us. We will confirm your working Headquarter during induction program.

Best regards,

Mandar Mohan Mane

P&O Manager

ymdm@novonordisk.com

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Near Sanganer Airport, Jaipur-302029

2969

Name	Sheetal Bastia
Designation	Trainee Key Account Manager
Salary Components	(INR pa)
Basic salary	277,500
HRA	138,750
Special Allowance	90,625
Leave Travel Allowance	25,000
Exgratia / Bonus	23,125
Total Guaranteed Salary per annum (A)	555,000
Co's contribution to PF @ 12% of basic	33,300
Gratuity	13,348
Total Retirals per annum (B)	46,648
Total Fixed Salary per annum (A + B)	601,648
TOTAL COST TO COMPANY (A+B)	601,648



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SRI KANCHI KAMAKOTI MEDICAL TRUST
SANKARA EYE FOUNDATION, INDIA

BOARD OF TRUSTEES

Dr.S.V. Balasubramaniam - Chairman

Dr.R.V. Ramani - Founder & Managing Trustee

Dr.P.G. Viswanathan Dr.S.R. Rao Dr.S. Balasubramanian Sri.M.N. Padmanabhan Mrs. Seetha Chandrasekar Sri.J.M. Chanrai Sri. Murali Krishnamurthy

6th January 2022

Mr. Shiva Kumar Dwivedi

Ward No 11, Peeper Tola, Gram Post

Latar, Anuppur, Madhya Pradesh- 484444

Sub: Offer Letter

Dear Mr. Shiva Kumar Dwivedi,

Welcome to the Sankara Family!!!

Congratulations! You are selected to undergo Internship at Sankara from **1st April 2022 to 31st June 2022**. 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.
- 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. 40,000 /-(Rupees Forty Thousand Only)** per month 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. Kalyani V, Manager- Human Relations, 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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➤ **SANKARA EYE FOUNDATION, INDIA**

Sankara Eye Hospital, Sathy Road, Sivanandhapuram, Coimbatore - 641 035. INDIA Telefax : 0422 4236789 | Email: seci@sankaraeye.com

COIMBATORE | KRISHNANKOIL | GUNTUR | BANGALORE | SHIMOGA | ANAND | LUDHIANA | KANPUR | JAIPUR | INDORE | PANVEL

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.

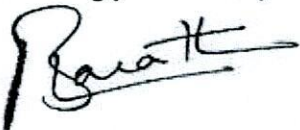
In this process of verification, during your tenure with us, if there are confirmed unfavourable reports of your past experience, banking transactions or social standing your services shall be dis-continued with immediate effect.

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.

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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971

Aakaar Medical Technologies Pvt. Ltd.
A-801 Heritage Plaza, Off Teli Gali Cross Rd
Andheri (East), Mumbai – 400069 INDIA
Mob: + 91 93242 76545
E-mail: info@akaarmedical.in
www.akaarmedical.in
GST No: 27AALCA7587Q1ZK

Aakaar/Offer/2021/HR/No: 660
18th February'2022

To,
Mr. Shubham Gaikwad
Flat No. 401
Mayureshwar Residency
Sinhagad Road
Pune - 411051

Subject: Offer for the Position of Key Accounts Manager

Dear Mr. Shubham,

Thank you for the time you spent interviewing with us recently. We are pleased to offer you the position of **Key Accounts Manager** in our organization as per the following details:

Date of Joining : On or before 21st March'2022

Head Quarter : Pune

Your employment with us will be subject to receiving all the documents as per Annexure – A.

This offer is valid for **seven days** from the date of this letter.

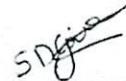
Our offer is being made based on your general skills and not based upon your possession of any proprietary information belonging to your former employer(s).

Please sign the duplicate copy of this letter as a token of your acceptance and send it back to us within a week's time. On joining the Company, you will be issued an appointment letter explaining the terms and conditions.

Best wishes for a fulfilling career with us.

I accept the above terms and conditions


Rekha Malekar
Human Resources


Shubham Gaikwad


Registrar
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1, Prabhu Dayal Marg
Near Sanganeer Airport, Jaipur-302029



Aakaar Medical Technologies Pvt. Ltd.
A-801 Heritage Plaza, Off Teli Gali Cross Rd
Andheri (East), Mumbai – 400069 INDIA
Mob: + 91 93242 76545
E-mail: info@akaarmedical.in
www.akaarmedical.in
GST No: 27AALCA7587Q1ZK

Annexure - A

1. Passport size photographs (3 nos.)
2. PhotoCopy of Passport for Proof identity and age*
3. Photo Copy of electricity bill for present address proof.
4. Permanent address proof.
5. Photo Copy of PAN & Adhar Card (Both front and back side) **

Educational Certificates***

6. Photo Copy S.S.C. Marksheet and Certificate
7. Photo Copy H.S.C. Marksheet and Certificate
8. Photo copy of Degree / Diploma Certificate or Marksheet
9. 3Photo copy of Post Graduate Degree Certificate
10. Any other Certifications / Courses

Professional Experience Certificates (If Any)**

11. All Experience Letters from Previous Organizations
 12. Acceptance of Resignation and Release letter from last organization
 13. Salary Break-Up of last Company (e.g. Pay slips/Offer/Appointment Letter)
- * In absence of passport, driving license & Electricity Bill and Copy of Rental Agreement, if any
- ** In absence of PAN card, copy of application for PAN card must be given to the Organization within one month from joining

Registrar
The IIMR University
1, Prabhu Dayal Marg
Near Sanganeer Airport, Jaipur-302029



Aakaar Medical Technologies Pvt. Ltd.
A-801 Heritage Plaza, Off Tell Gali Cross Rd
Andheri (East), Mumbai - 400069 INDIA
Mob: + 91 93242 76545
E-mail: info@akaarmedical.in
www.akaarmedical.in
GST No: 27AALCA7587Q1ZK

Salary Structure

Name : Shubham Gaikwad
Designation : Key Accounts Manager

A	Earning Head	Per Month	Per Annum
	Taxable Income		
1	Basic	18750	225000
2	HRA	9375	112500
3	Other Allowances	4525	54300
	Sub Total # 1	32650	391800
	Perquisites		
4	Education Allowance	200	2400
5	Conveyance	1600	19200
6	Medical Reimbursement	1250	15000
7	PF (Employer Contribution)	1800	21600
	Sub Total #2	4850	58200
	Total Salary A (1+2)	37500	450000
	PF (Employee + Employer Contribution)	3600	43200
9	PT	200	2400
	Income Tax**	0	0
	Total B	3800	45600
10	Take Home (A-B)	33700	404400

Daily Allowance for the day would be Rs. 300 per day.

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



Turtle Shell Technologies Pvt. Ltd.

City Centre, #40, Ground & Mezzanine flr,
Nomads Daily Huddle, Chinmaya Mission Hospital Rd
Indiranagar, Bengaluru, Karnataka
+91 890 431 9611
contact@dozee.io

08-Feb-22

Dear Shubham,

Congratulations! We are pleased to offer you the position of "Product Analyst" at Turtle Shell Technologies Pvt. Ltd. In this very challenging and crucial role, you will be working closely with the Product team. Your tentative joining date is 15 Feb 2022. We hope that you'll prove to be a great asset to the company in the times to come.

Your compensation structure is given below:

Compensation Structure			
Salary Break-up	Annual (Rs)	Monthly (Rs)	Description
Basic (i)	423,026.00	35,252.17	Forms part of Monthly Salary; Fully Taxable
HRA (ii)	211,513.00	17,626.08	Forms part of Monthly Salary; Amount Taxable subject to production of rent receipt
Conveyance Allowance (iii)	19,200.00	1,600.00	Deduction Available as per Standard Deduction
Medical Allowance (iii)	15,000.00	1,250.00	Deduction Available as per Standard Deduction
Fitment Allowance(iv)	177,313.00	14,776.08	Fitment Allowance
Gross Salary (A)= (i+ii+iii+iv)	846,052.00	70,504.33	
PF Employer (v)	21,600.00	1,800.00	As per PF Act
Gratuity (vi)	20,348.00	1,695.67	As per Gratuity Act (payable only after completion of 5 years with the company)
Health Insurance (vii)	12,000.00	1,000.00	
Fixed CTC (B) = A+v+vi+vii	900,000.00	75,000.00	
*Fixed Incentive (viii)	100,000.00	--	Joining Bonus - disbursement along with 1st salary (clawback of 6 months)
*Fixed Incentive (viii)	100,000.00	--	Retention Bonus - eligible after completion of 1 year
Fixed+ Incentive CTC (C) = B+ viii	1,100,000.00	--	
PT (ix)	2,400.00	200.00	*
PF Employee (x)	21600.00	1800.00	
LWF (xi)	--	--	*
Salary Advance Deductions (xii)	--	--	Laptop , Security Deposit Advance etc. (if Applicable)
TDS(xiii)	--	--	**
Net Pay (D) =(A- ix-x- xi-xiii)	822,052.00	68,504.33	

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The IIMR University
1, Prabhu Dayal Marg
Near Sangner Airport, Jaipur-302020



Turtle Shell Technologies Pvt. Ltd.

City Centre, #40, Ground & Mezzanine flr,
Nomads Daily Huddle, Chinmaya Mission Hospital Rd
Indiranagar, Bengaluru, Karnataka
+91 890 431 9611
contact@dozee.io

*PT, and Labor Welfare Fund deduction would be applicable as per Statutory Norms of the State. A flat PT deduction of INR 200 is shared for understanding.

** TDS (Tax Deductible at Source)/ Income tax deductions, if applicable, will be as per the Income Tax Act, 1961 and based on investments declared by the employee.

We follow "bring your laptop/system policy". In case you don't have a Laptop then we can help you with the funds from our Laptop Financing Policy. Kindly, discuss this with the HR department.

Please note that this is a conditional offer, subject to a mandatory background check and submission of supporting documentation. TST reserves the right to revoke this offer of employment in case you fail the background check or in the event there are any discrepancies between information disclosed during the interview process and the supporting documentation supported at the time of onboarding.

This offer is valid for 10 days from the date of issue of this letter. If this offer of employment is acceptable to you, then let us know your acceptance by signing and submitting the letter.

We look forward to welcoming you to our Dozee Family. 😊

Thank You,

On behalf of TurtleShell Technologies Pvt. Ltd.

Devaiah Somayanda

Head - Human Resource, HR

Registrar
The IHMR University
1, Prabhu Dayal Marg
Near Sanganeer Airport, Jaipur-302029



Turtle Shell Technologies Pvt. Ltd.

City Centre, #40, Ground & Mezzanine flr,
Nomads Daily Huddle, Chinmaya Mission Hospital Rd
Indiranagar, Bengaluru, Karnataka
+91 890 431 9611
contact@dozee.io

Confirmation of Acceptance

Hi Team,

02/15/22

I accept the offer and confirm the date of joining on _____

*Shubham
Jain*

Shubham Jain

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

973

Share to Teams Move to: ? Unread/ Read Search People

RE: Offer Letter for Trainee Key account manager -Sales



SIRV (Supriya Ranadive) <SIRV@novonordisk.com>

To: Shweta Sahu

Cc: MDWN (Mridul Nehru); YMDM (Mandar Mohan Mane)

You replied to this message on 17-01-2022 1:08 PM.



Joining forms consolidated.pdf
917 KB



EPIF_NN India_v29.xlsx
2 MB

Dear Shweta,

Congratulations! It is our pleasure to offer you the position of **Trainee Key Account Manager** in Novo Nordisk India Pvt Ltd. We hope that this will be a career that will bring you exciting opportunities, and where you can positively impact the lives of people with Diabetes, Haemophilia & Growth Hormone Deficiency. Novo Nordisk is growing rapidly in all parts of the world. Wherever you are, the role of managing people is key to our future success. This means that through individual and team performance by engaging and collaborating with people. Also part of your new job is to be a role model of the 'Novo Nordisk Way' we do things at Novo Nordisk and you will be the one to make the Novo Nordisk Way work in practice, to interpret it in your department together with your team.

You will be part of SOAR program which is one of the flagship initiative under Novo Nordisk India Diversity aspiration in Sales Domain. We are sure this will be a benefit in your long term career with Novo Nordisk.

Attached is a breakup of the offer, the detailed appointment letter shall be shared at the time of joining. Please note that this offer is valid subject to the day of the offer release. If you are currently employed then requested to share a copy of your resignation acceptance or screenshot of mail specifying relieving in your current organization. We are confident that you will contribute to the success of Novo Nordisk and we look forward to having you. As a part of the joining process you would be required to undergo a medical examination before your joining date. We would also be administering the appointment is subject to the certifying of your medical fitness and your background check meeting the employment qualifications of the company.

Note: Your joining date will be **24th Jan 2022**. You will undergo induction program starting from **24th Jan at Bangalore** / If accommodation arrangement will be done by us. We will confirm your working Headquarter during induction program.
Best regards,

Mandar Mohan Mane
P&O Manager
ymdm@novonordisk.com

Novo Nordisk India Private Ltd. | Plot No 32, 47 - 50 | EPIP Area, Whitefield | Bangalore - 560 066 | +91 80 4030 3200 (switchboard) | novonordisk.co.in | Facebook | LinkedIn

This e-mail (including any attachments) is intended for the addressee(s) stated above only and may contain confidential information protected by law. You are hereby notified that any disclosure, copying, distribution or taking any action in reliance on the contents of this information is strictly prohibited.

Updating Inbox (27.3 MB, 6 minutes). Connected to: Microsoft



20°C Cloudy

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Near Sangner Airport, Jaipur-302029

Name	Shweta Sahu
Designation	Trainee Key Account Manager
Salary Components	(INR pa)
Basic salary	277,500
HRA	138,750
Special Allowance	90,625
Leave Travel Allowance	25,000
Exgratia / Bonus	23,125
Total Guaranteed Salary per annum (A)	555,000
Co's contribution to PF @ 12% of basic	33,300
Gratuity	13,348
Total Retirals per annum (B)	46,648
Total Fixed Salary per annum (A + B)	601,648
TOTAL COST TO COMPANY (A+B)	601,648


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

February 07, 2022

Mr. Siddharth Singh Ranawat

Dear Mr. Siddharth Singh Ranawat,

It gives us great pleasure to extend to you an offer to join our Organization as "Executive Trainee" in India Formulations.

We believe there is an excellent match between your skills and the career opportunities available to you as a member of our Organization.

Your total compensation will be Rs. 4.50 Lacs p.a.

You will be required to carry the following documents on joining.

1. Certified photocopies of educational certificates (10th, 12th, Graduation & (post-graduation if any)
2. Passport size photographs
3. PAN card copy
4. Passport copy
5. Cancelled cheque copy
6. Previous relieving letter and experience letter
7. Aadhar card copy.
8. Address proof
9. PF and Gratuity details

Please sign this letter as a token of your acceptance of our offer and return it to the undersigned. You are required to join as early as possible but not later than **July 01, 2022**.

We are confident about you making significant contribution to the company's business.

Thanking you.

Yours faithfully,

For **GLENMARK PHARMACEUTICALS LTD.**



Dy. GENERAL MANAGER - HUMAN RESOURCES


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

Glenmark Pharmaceuticals Ltd.

Glenmark House, B. D. Sawant Marg, Andheri (East), Mumbai - 400 099, India

T: 91 22 4018 9999 F: 91 22 4018 9986 CIN No: L24299MH1977PLC019982 W: www.glenmarkpharma.com

Registered office: B/2, Mahalaxmi Chambers, 22 Bhulabhai Desai Road, Mumbai - 400 026 E: complianceofficer@glenmarkpharma.com

Summer Training Status as on 11th April 2022

Program	Total No. of Students	ST Placed Students	%
HM	202	199	99
PM	78	75	96
RM	21	21	100
Total	301	295	98


Registrar
The IHMR University
1, Prabhu Dayal Marg
Near Sanganeer Airport, Jaipur-302029

Emp. Name: Mr. Siddharth Singh Ranawat

Designation: Executive Trainee

Annexure A

Salary Components	INR Per Month	INR Per Annum
Basic Salary - A	11,256	1,35,072
House Rent Allowance	5,628	67,536
Education Allowance	200	2,400
Medical	1,250	15,000
Kit Maintenance Allowance	300	3,600
Soft Furnishing Allowance	300	3,600
Personal Pay	13,887	1,66,639
Total Allowances - B	21,565	2,58,775
Total Monthly Salary - C (A+B)	32,821	3,93,847
Retirement Benefits		
Provident Fund	1,800	21,600
Gratuity {4.81% of Basic Salary} **	541	6,497
Total Retirement Benefits - D	2,341	28,097
Annual Allowances		
LTA		11,256
Annual Bonus*		16,800
Total Annual Allowances - E		28,056
Gross Salary - F (C+D+E)		4,50,000
** Gratuity will be payable as per Gratuity Act.		
*Annual Bonus is an indicative annualized amount.		


Registrar
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1, Prabhu Dayal Marg
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Glenmark Pharmaceuticals Ltd.

Glenmark House, B. D. Sawant Marg, Andheri (East), Mumbai - 400 099, India

T: 91 22 4018 9999 F: 91 22 4018 9986 CIN No: L24299MH1977PLC019982 W: www.glenmarkpharma.com

Registered office: B/2, Mahalaxmi Chambers, 22 Bhulabhai Desai Road, Mumbai - 400 026 E: complianceofficer@glenmarkpharma.com



Dear **Singh Abhijit Geetaben Yugal**,

I am pleased to extend to you an offer of Consultant as **Business Development Associate** with **Impact Guru**.

We have enjoyed getting to know you and believe you have much to contribute to our firm and our culture. We hope that in the process of getting to know us, you have concluded that the fit is compelling and that ImpactGuru is the best firm at which to take the next step in your career and to grow further. We congratulate you!

ImpactGuru's aspiration of innovative thinking, open collaboration, and passion for driving change enables nonprofits, social enterprises, corporate, and other change-makers and impact creators to outperform and our Consultants to achieve greatness. We will be thrilled to have you as part of our team. You will bring your ambitious aspirations and unique talents to the firm and to our clients. In return, you will find unparalleled opportunities for personal and professional development at ImpactGuru, with no limits on the paths your career may take.

We feel that your skills and background will be valuable assets to our firm and we are delighted at the prospect of your joining us. Impact Guru is a transformative organization and aspires to be a market leader in its niche. Within and beyond ImpactGuru, our people will make a difference to the world because of the leaders they will become while here.

Please reach out to me with questions at any time. We hope to stay in close contact with you and look forward to having you as our colleague.

COMPENSATION:

Annual Professional fees

Your annual Professional fees will be **Rs. 4,50,000/-** paid in equal installments every month. Your Professional fees will be subject to TDS or other statutory deductions, if any.

Below mentioned documents are necessary to submit:

- Pan Card, Aadhar Card
- Address proof
- Educational Certificate
- Last 3 Payslips and Bank Statement
- Previous Experience Letter/Offer Letter/ Relieving letter
- Cancelled Cheque/ Any Account Detail Proof
- Front facing Photo
- 3 Reference details from previous company (HR, Reporting Manager, Founders)


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Compliance with Terms and Conditions and Policies

All consultants are required to comply with Impact Guru's policies, which include those related to non-discrimination, sexual harassment, confidentiality, non-compete, and others as outlined in other policies as will be shared with you from time to time. You will be required to sign this letter which provides a statement of basic standards of behavior and expectations central to Impact Guru's values.

Your Appointment as Consultant is subject to a positive reference verification & submission of documents and the terms and conditions outlined in this letter and all HR policies and procedures of Impact Guru, as amended from time to time.

On acceptance of this letter, you cannot discard our offer and /or cannot join /accept / prefer other offer upon acceptance of our offer, you cannot leave Impact Guru within a period of 6 months, in case you want to leave within 6 months then you have to serve a 2 months' notice or buy out the notice period with 2 times of your salary, post 6 months the notice will be revised to 1 month. In conflict of aforesaid terms, you will be responsible for reimbursing the company three times of the salary paid to you within seven days from the date of your resignation failing which Impact Guru shall be constrained to file appropriate proceedings both civil and criminal, in the court of law for the recovery of the aforesaid amount. The interest shall be charged at the rate of 18% p.a. upon failing to make payment within seven days as aforesaid.

Your date of joining will be on or post 11th July 2022 based on Management's discretion. Your

work location for internship and full time employment is Chennai.

Accepted,

Name:

Date:

Signature:

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

Dear Subham Kumar Meher,

Date: 14th Dec, 2021

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 will be **Rs. 5,00,000** per annum & **Rs. 1,00,000** onetime retention bonus (retention bonus will be paid after completion of one year in the organization.) 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 **4th Apr, 2022**.

Compensations and benefits:

1. Working Hours

You will be working for 5 days a week [Monday to Friday fulltime]. 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.



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

Healthark Wellness Solutions LLP
821, Sun Avenue One, Manekbaug Road, Nr. Shreyas Tekra, Ambawadi, Ahmedabad – 380015,
Gujarat, India

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.

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. Joining Date

As discussed with you, we would like you to join the company on **4th Apr, 2022**.

7. Notice Period

You will be required to give at least Three-months notice period failing which you are required to pay equivalent salary amount as a 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, photocopy of the following documents should be submitted:

- Permanent Account Number (PAN) card Aadhar Card, Driving License, Passport and Election ID
- Degree Certificate and Post graduate degree certificate
- Birth Certificate/Proof of age
- 4 photographs
- Relieving letter & Last Three Month's Salary Slips from your last employer.

We look forward to having you in our team.

Sincerely,
Dr. Purav Gandhi
Founder & CEO
Healthark Insights


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

Healthark Wellness Solutions LLP
821, Sun Avenue One, Manekbaug Road, Nr. Shreyas Tekra, Ambawadi, Ahmedabad – 380015,
Gujarat, India

Appendix – I

Components	Amount Per Month	Annual CTC
(A) Fixed Components		
Basic	16,667	2,00,000
HRA	8,333	1,00,000
Special Allowance	16,667	2,00,000
Sub Total Of (A)	41,667	5,00,000
(B) Variable Components		
Retention Bonus**		1,00,000
Sub Total Of (B)		1,00,000
(C) Deductions		
Professional Tax	200	2,400
Sub Total Of (C)	200	2,400
Total Take Home Salary (A+B-C)	41,467	5,97,600

**one-time retention bonus of INR 1,00,000 will be paid after completion of one year in the organization.

Currently we do not deduct PF, but same will be deducted in future when applicable as per Govt norms.
Gratuity will be paid as per the government norms.



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

Healthark Wellness Solutions LLP
821, Sun Avenue One, Manekbaug Road, Nr. Shreyas Tekra, Ambawadi, Ahmedabad – 380015,
Gujarat, India

February 07, 2022

Mr. Sudarshan Trambak Phatangare

Dear Mr. Sudarshan Trambak Phatangare,

It gives us great pleasure to extend to you an offer to join our Organization as "Executive Trainee" in India Formulations.

We believe there is an excellent match between your skills and the career opportunities available to you as a member of our Organization.

Your total compensation will be **Rs. 4.50 Lacs p.a.**

You will be required to carry the following documents on joining.

1. Certified photocopies of educational certificates (10th, 12th, Graduation & (post-graduation if any)
2. Passport size photographs
3. PAN card copy
4. Passport copy
5. Cancelled cheque copy
6. Previous relieving letter and experience letter
7. Aadhar card copy.
8. Address proof
9. PF and Gratuity details

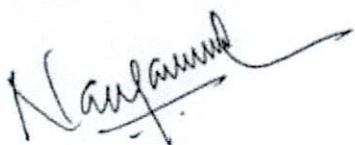
Please sign this letter as a token of your acceptance of our offer and return it to the undersigned. You are required to join as early as possible but not later than **July 01, 2022**.

We are confident about you making significant contribution to the company's business.

Thanking you.

Yours faithfully,

For **GLENMARK PHARMACEUTICALS LTD.**



Dy. GENERAL MANAGER - HUMAN RESOURCES



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

Glenmark Pharmaceuticals Ltd.

Glenmark House, B. D. Sawant Marg, Andheri (East), Mumbai - 400 099, India

T: 91 22 4018 9999 F: 91 22 4018 9986 CIN No: L24299MH1977PLC019982 W: www.glenmarkpharma.com

Registered office: B/2, Mahalaxmi Chambers, 22 Bhulabhai Desai Road, Mumbai - 400 026 E: complianceofficer@glenmarkpharma.com

Emp. Name: Mr. Sudarshan Trambak Phatangare

Designation: Executive Trainee

Annexure A

Salary Components	INR Per Month	INR Per Annum
Basic Salary - A	11,256	1,35,072
House Rent Allowance	5,628	67,536
Education Allowance	200	2,400
Medical	1,250	15,000
Kit Maintenance Allowance	300	3,600
Soft Furnishing Allowance	300	3,600
Personal Pay	13,887	1,66,639
Total Allowances - B	21,565	2,58,775
Total Monthly Salary - C (A+B)	32,821	3,93,847
Retirement Benefits		
Provident Fund	1,800	21,600
Gratuity {4.81% of Basic Salary} **	541	6,497
Total Retirement Benefits - D	2,341	28,097
Annual Allowances		
LTA		11,256
Annual Bonus*		16,800
Total Annual Allowances - E		28,056
Gross Salary - F (C+D+E)		4,50,000
** Gratuity will be payable as per Gratuity Act.		
*Annual Bonus is an indicative annualized amount.		

Trambak


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

Glenmark Pharmaceuticals Ltd.

Glenmark House, B. D. Sawant Marg, Andheri (East), Mumbai - 400 099, India

T: 91 22 4018 9999 F: 91 22 4018 9986 CIN No: L24299MH1977PLC019982 W: www.glenmarkpharma.com

Registered office: B/2, Mahalaxmi Chambers, 22 Bhulabhai Desai Road, Mumbai - 400 026 E: complianceofficer@glenmarkpharma.com

P. D. HINDUJA NATIONAL HOSPITAL & MEDICAL RESEARCH CENTRE

(Established and managed by the National Health & Education Society)



VEER SAVARKAR MARG, MAHIM, MUMBAI - 400 016, INDIA
PHONE : 2445 1515, 2445 2222, 2444 9199 FAX : 2444 9151

HH/PD

19.01.2022

Mr. Yashoda Krishna T.S
4-111-1-1, New Postal Colony,
Near Sai Baba Temple,
Kurnool,
Andhra Pradesh - 518003

Dear Mr. Yashoda

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you the post of 'Executive - Trainee' in our Hospital on the terms & conditions mutually agreed upon.

You will be paid a total annual compensation of Rs.7,00,000/- (Rupees Seven lacs only)

*Inclusive of deferred bonus of Rs.1,00,000 lac)

However, this offer is subject to you being declared medically fit by the Hospital and satisfactory references from your referees. Letter of appointment will be issued to you on joining.

At the time of joining you are requested to bring the following original documents along with one photocopy of each:

- Proof of date of birth certificates.
- Educational qualification certificates.
- Relieving / experience certificate from all previous employers.
- Salary certificate from the last employer.
- 4 colour photographs
- Aadhar Card & Pan Card
- Covid-19 Vaccination Certificate

With good wishes,

Yours sincerely,

Jagdeep Chauhan
Director - HR

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

Yours Sincerely

T. Sai Yashoda Krishna

Accepting my Joining
Interests
23/1/22

Candidates Name	Mr.Yashoda Krishna T.S	
Job Position & designation	Executive - Trainee	
Grade	ET	
Department	Materials	
Compensation Components	Proposed Compensation	
Payslip Components	Per Month	Per Annum
Basic	7,400	88,800
HRA	2,220	26,640
Education Allowance	550	6,600
Conveyance Allowance	1,600	19,200
Grade Allowance	33,668	4,04,016
Total A	45,438	5,45,256
Reimbursements		
LTA	740	8,880
Total B	740	8,880
Provident Fund	1,800	21,600
Gratuity	355.2	4,262
Ex-Gratia	1,667	20,004
Total C	3,822	45,864
Deferred Bonus	8,333	1,00,000
Total D	8,333	1,00,000
CTC (Cost to Company) A+B+C+D	58,333	7,00,000

Yashoda
19/11/2022

[Signature]

Registrar
The IIMR University
1, Prabhu Dayal Marg
Near Sangner Airport, Jaipur-302029



**OFFER OF EMPLOYMENT
(STRICTLY PRIVATE AND CONFIDENTIAL)**

12 October 2021

Dear Urvashi Lakhani,

Congratulations!

We are delighted to formally offer you the position of **Trainee Analyst** at PharmaACE in Pune, 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 **21st March 2022, Monday**

2. Compensation:

2.1 Salary: Your annual gross salary will be **INR 4,18,400**, 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 is subjected 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 floater sum insured of Rupees Three Lakhs only covering you, your spouse & 2 children (under the age of 25 years), if applicable.

In addition to components of the offer detailing direct compensation described above, this offer also includes the following additional benefits:

2.4 Leaves: Confirmed employees are entitled for 20 Earned leaves, 6 Optional leaves and 4 Core Holidays, in total 30 leaves annually. There is no carry forward or encashment of leaves for the previous years.

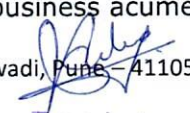
2.5 Work from Home: WFH option is available subjected to manager's approval and under specific circumstances.

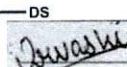
3.0 Additional Details

Finally, the following are the elements of your offer with regards to the logistics of getting you onboarded successfully at PharmaACE

3.1 Orientation & Training: At PharmaACE, all new hires, on the first day of work, who begin employment participate in a virtual/ office-based Induction program to acquaint yourself with our culture and way of working. We have a blended learning program- Self paced learning platform (LMS) and trainer led training program. This is specifically designed to empower you with the right skillsets and equipping you with the right business acumen.

PharmaACE Innovations LLP, Blueridge Qubix, SEZ, IT-5, Ground Floor, Phase 1, Hinjewadi, Pune - 411057
Email: info@pharmaace.com, www.PharmaACE.com


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

DS


3.2 Start Date Formalities: 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:

1. Relieving Letter and Offer Letter from all the previous employers (if any)
2. Salary slip 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

3.3 Probation: You will be on probation for a period of 6 (Six) months, from date of joining. On successful completion of probation, you will be confirmed.

3.4 Notice Period: 3 months

During the probationary period, employer can terminate the employment at any given point of time in case of non-performance by the employee or without compensation in lieu of notice in case of any misconduct including but not limited to, fraudulent, dishonest or undisciplined conduct of, or breach of integrity, or embezzlement, or misappropriation or misuse by you of PharmaACE property, or 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.

- a. During the probationary period, employee can terminate the employment by giving two months' notice or two months of compensation.
- b. Post confirmation, either party can terminate the employment by giving three months' notice.

Sincerely,

Pooja Cornelius
Lead- Talent Acquisition and Development
PharmaACE

DS
Shwathi


Registrar
The IIMR University
1, Prabhu Dayal Marg
Near Sangner Airport, Jaipur-302029

**Annexure A
Remuneration Details**

Urvashi Lakhani

Trainee Analyst

Salary Component	Per Annum (INR)	In words
Basic Salary	4,18,400	Rupees Four Lakhs Eighteen Thousand Four Hundred Only
Confirmation Bonus *	50,000	Rupees Fifty Thousand Only
Performance Bonus **	52,700	Rupees Fifty-Two Thousand Seven Hundred Only
Retention Bonus ***	1,00,000	Rupees One Lakh Only
Gratuity	18,900	Rupees Eighteen Thousand Nine Hundred Only
Mediclaime (Notional)	10,000	Rupees Ten Thousand Only
Total CTC	6,50,000	Rupees Six Lakhs Fifty Thousand Only
Income Tax, Professional tax and other applicable taxes shall be deducted from the salary on monthly basis as per Government Policy.		

* **Confirmation Bonus** will be paid on the successful completion of the probation period. In case an employee wishes to leave the organization before 2 years from the date of confirmation, this bonus will have to be settled.

****Performance Bonus** is to be 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.

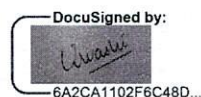
*****Retention Bonus** will be linked to Appraisals & can be availed on a yearly / monthly basis for each of the first three years from the date of confirmation based on the candidate's acceptance. (as you opt for monthly basis, the Retention bonus is a component of your annual Gross Salary) If the employee wishes to leave the organization before 3rd year of his employment starting from the date of his confirmation, he/she will have to settle the Retention Bonus benefitted until then.

As mentioned above, you will be entitled for Group Medical Insurance for floater sum insured Rupees Three Lakhs only. Details of the same would be furnished in the Appointment Letter.

Best Regards,
Pooja Cornelius
Pooja Cornelius
Lead- Talent Acquisition and Development
PharmaACE

Accepted By:

Date:



Registrar
The IIHMR University
1, Prabhu Dyal Marg
Near Sangner Airport, Jalour-302024

10/12/2021

PharmaACE Innovations LLP, Blueridge Qubix, SEZ, IT-5, Ground Floor, Phase 1, Hinjewadi, Pune – 411057

Email: info@pharmaace.com, www.PharmaACE.com

Annexure B
CONFIDENTIALITY AND NON-COMPETE AGREEMENT

A. During the employment period and for a period of 2 years after the end of one year post the last employment date, employee agrees not to accept job offer or apply for any jobs in the following companies as these companies compete directly with PharmaACE and its clients:

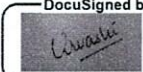
1. Merck & Co. including Merck India and all other affiliates
2. Aspect Ratio including all its affiliates
3. Novartis International AG including Novartis India and all other affiliates
4. IQVIA Health including all its affiliates
5. ZS Associates
6. AXTRIA

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 confidential or not, is designated as Confidential Information. **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 the Confidential 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.

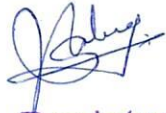
You understand signing of this contract is voluntary and it is not mandatory. Incase you opt to not sign this contract, there is no other implication on your job except you will be not able to work on some client projects.

Best Regards,
Pooja Cornelius
Pooja Cornelius
Lead- Talent Acquisition and Development
PharmaACE

Accepted By:
Date:

DocuSigned by:

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10/12/2021


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

**STRICTLY PRIVATE & CONFIDENTIAL
OFFER OF APPOINTMENT**

Date: January 27, 2022

Ms. Vijeta Rashmi
IIHMR

Dear Vijeta,

Welcome to Reliance General Insurance Company Limited!!!

With reference to your application and the subsequent interviews you had with us, we are pleased to make you an offer of appointment as a **Management Trainee (MT)**. Your date of joining and place of posting will be communicated to you subsequently. You would be under probation for **12 months**. Your services shall be confirmed subject to performance during 12 months of probation. Please find below the breakup of your Cost to Company at the time of joining:

- a) Fixed Pay **4,50,000/- (Rupees Four Lacs Fifty Thousand Only)**
- b) Variable pay as per terms & conditions of the company.
- c) Group Mediciam Insurance as per terms & conditions of the company
- d) Term Assurance as per terms & conditions of the company

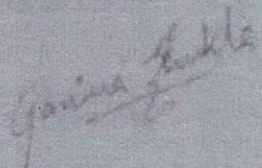
Your fixed pay comprises of Basic Pay, Choice Pay and Retirement benefits, which include Provident Fund and Gratuity, as per company policy. **This is only an offer and not an appointment order.** Your offer stands valid subject to the condition that you complete the Post Graduate course (from your Institute/College) satisfactorily failing which, this offer will stand null and void. A formal appointment order will be issued to you after your joining, subject to completion of your joining formalities which shall be communicated shortly.

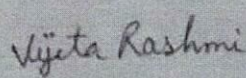
Please confirm your acceptance by signing on the scan copy of this letter and send it via email to **Ms. Ronita Banerjee, Human Resources. (ronita.banerjee@relianceada.com)**

We are sure that you have made the right decision to learn and grow with us professionally.

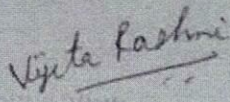
Yours Sincerely,

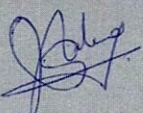
Acceptance of Offer


Garima Shukla
(Human Resources)


Vijeta Rashmi

Name & Signature


Vijeta Rashmi



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