

02 February 2023

To,
Aakash Sanjay Mahajan,
B/6 Shiv kutir P.G.marg Rajanpada, Malad (west)

Dear Aakash,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

This letter is to confirm that we intend to offer you employment on the following terms and conditions:

- I. Your designation will be **Project Associate** in the Career **A3** Career Grade.
- II. Your Cost to Company (CTC) will be **INR CTC 7,00,000/-p.a.** You will also be eligible for other benefits as governed by our compensation philosophy, details of which shall be shared with the offer letter.
- III. The offer letter will be shared with you subsequently and closer to your date of joining which will be notified at a later date.
- IV. Indegene shall have the sole discretion to withdraw this Letter of Intent without assigning any reason.

Kindly note that your appointment is subject to the satisfactory verification of your documents and details mentioned in your employment application form and/or any information furnished by you at the time of interview, in addition to the fulfilment of the eligibility criteria. We look forward to having a long and fruitful relationship with you at Indegene, wish you all the best!

Please acknowledge this letter of intent on the duplicate copy of the same in token of your acceptance.


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

With best wishes,



Bina Patil
Vice President – Human Resources

indegene

Indegene Private Limited, Aspen Block G4, 3rd
Floor, Manyata Embassy Business Park, Outer Ring
Road, Nagawara, Bengaluru - 560 045, India

Phone: +91 80 4674 4567, +91 80 4644 7777
www.indegene.com



Registrar
The IIHMR University
1, Prabhudayal Marg
Near Sangamner Airport, Jaipur-302029

Ref: LOI/FI063/2022

Date: 18th October 2022

College: IIHMR, Jaipur

Sub: Letter of Intent

Dear Aditi Gaikwad,

This refers to your application and subsequent discussions we had with you. We are pleased to inform that you have been selected as **Associate Clinical Registry Analyst** at band **L3** in our organization.

Subsequent to your joining the Company, you will be eligible for an **Annual Salary package of Rs. 7,00,020/- (Rupees Seven Lacs and Twenty only)**. Please refer to Annexure A for breakup of your salary package.

You are required to mandatorily possess a valid PAN card and Aadhaar card at the time of joining the Company.

This Letter of Intent is valid subject to you being found medically fit by the company appointed doctor, satisfactory completion of your course, meeting the set eligibility criteria at the end of your course and completing all necessary documentation pertaining to your Employment.

We request you to confirm us your acceptance of this Letter of Intent by signing and returning the duplicate copy of this letter, which in any case should not be later than **October 22, 2022** and also intimating to us your date/month of joining. We look forward to having you on board and wish you a rewarding career with us.

Sincerely,

For FIGmd (India) Pvt.Ltd.,

For Employee,



Shawn Powlick

CHRO



Name:

Location:

Date:



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

FIGMD (INDIA) PRIVATE LIMITED

Bldg B1, 6th Floor, Symphony IT Park, Nanded City, Sinhagad Road, Pune 411041, Maharashtra, India

Off: 020-66879009 website: www.figmd.com CIN: U72900PN2016FTC165476

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Annexure A

Salary Break Up				
Sr No	Particulars	Amount in INR	% As per Sal. Structure	L3
I	Monthly Gross Earnings			
	Basic	23,334	40.00%	
	HRA	11,667	50% or 10%	
	Transport Allowance	1,600	As per grade	
	Statutory Bonus	1,750	8.33% or 1750	
	Telephone Reimbursement Allowance	1000	As per grade	
	Food Allowance*	2200	2200	
	LTA reimbursement	2000	As per grade	
	Other Allowance	11512	Bal. Fig.	
	Gross-Sub Total 1	55,063		
II	Employer Contribution			
	Provident Fund	1950		
	ESIC	0		
	Gratuity	1122		
	Health Insurance SA Rs 2 L + Accidental Insurance Premium SA Rs 10L	200	No. of lives	1
	Sub Total 2	3,272		
III	Employee Contribution / Deductions			
	Profession tax	200		
	Provident Fund	1800		
	ESIC	0		
	Sub Total 3	2,000		
IV	Net Pay	53,063		
V	Monthly CTC	58,335		
VI	Annual CTC	700,020		
Note:-The income tax will be deducted as per income tax rules.				
* Gratuity will be payable as per the Payment of Gratuity Act, 1972				
*A non-taxable component which will be included on request. Employee will be provided with HDFC meal card post joining.				

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

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Placements

From: Amarjit Bera <amarjitbera@gmail.com>
Sent: 18 February 2023 17:05
To: Placements
Cc: Anshu Aman
Subject: Fwd: Offer letter - Mr. Amarjit Bera - Antibiotic Discovery Division - KAM - FM1 - Bangalore
Attachments: Documents CheckList.xls

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,

Please find my offer letter from Wockhardt.

Regards
Amarjit Bera
PM-13
0285

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

From: regionalhr chennai <regionalhr.chennai@wockhardt.com>
Date: Fri, 17 Feb 2023 at 11:34
Subject: Offer letter - Mr. Amarjit Bera - Antibiotic Discovery Division - KAM - FM1 - Bangalore
To: amarjitbera@gmail.com <amarjitbera@gmail.com>
Cc: RAMAKRISHNA DS <RAMAKRISHNA.DS@wockhardtfield.com>, Shambhu Khetawat <SKhetawat@wockhardt.com>, srinivas.n@wockhardtfield.com <srinivas.n@wockhardtfield.com>, Durgesh Sharma <DSharma@wockhardt.com>

To,

Mr. Amarjit Bera

Bangalore

February 17th, 2023.


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

Mobile no: +91 91233 49480
E-mail: amarjitbera@gmail.com

Dear Mr. Amarjit Bera,

This has reference to your application for employment in our Company and the subsequent interview you had with us. We are pleased to offer you an employment with us as **Key Account Manager based at Bangalore in grade FM1 in our Antibiotic Discovery Division.**

Please note that this is merely an Offer Letter. The Company's standard Appointment Letter containing exhaustive terms and conditions of employment will be issued to you on your joining the Company which shall be binding on you.

Your gross annual remuneration (C.T.C) will be Rs. 5 lakhs as discussed.

Components	Per month	Per annum
Basic	12500	150000
HRA	6250	75000

2


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Attire and Kit Allowance	1200	14400
Qualification Allowance	1500	18000
Position Allowance	18417	221000
Total - (A)	39867	478400
PF (12% of Basic) - (B)	1800	21600
Total = A+B (CTC)	41667	500000
Gratuity (4.81% of Basic Pay) - (C)	601	7215
Total = A+B+C	42268	507215
Gratuity will be payable as per the payment of Gratuity act – 1972.		

Medical test can be done at any of the SRL centres. The amount of (INR 1000) incurred for the test shall be reimbursed along with your first salary post submission of the original bill.

You are requested to join us latest by 22.02.2023 , failing which this offer of Employment stands withdrawn.

Kindly confirm your acceptance on the duplicate copy of this letter.

WE HAVE MAILED ONE ON LINE JOINING FORM IN YOUR MAIL BOX. PLEASE DO NOT CHANGE THE FORM NUMBER, FILL IT, & SUBMIT. IN CASE YOU HAVE ANY DIFFICULTIES, PLEASE CONTACT TO Mrs. BHUVANESWARI. J. @ 96001 54742 or regionalhr.chennai@wackhardt.com

MEDICAL TEST

1. ECG, X-RAY of CHEST PA View.
2. Routine Blood Count.
3. Sugar fasting.


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4. Blood Wesserman test – VDRL.
5. Blood grouping + Rh typing.
6. ROUTINE URINE & STOOL EXAMINATION.
7. FITNESS CERTIFICATE REQUIRE AFTER THROUGH MEDICAL CHECKUP BY A SENIOR PHYSICIAN.
8. *Medical test can be done at any of the SRL centers. The amount of (INR 1000) incurred for the test shall be reimbursed along with your first salary post submission of the original bill.
9. *Non SRL centre can be utilized only if SRL centre is not present at the location. The maximum amount Incurred for the test should not exceed (INR 1000). The maximum amount of (INR 1000) incurred for the test shall be reimbursed along with your first salary post submission of the original bill.

(Rs - 1000/-)

Yours faithfully

for **WOCKHARDT Ltd.**

Durgesh Sharma

Authorised Signatory.

WOCKHARDT | **LIFE WINS**

GREAT PLACE TO

Best Companies to Work for 2015



Winner of 3 A

★ **Ranked # 11**

★ **Ranked # 31**

Wockhardt Limited

No: 75, Century Centre 3rd Floor

TTK Road, Alwarpet

Chennai – 600018, India.

T: 9

E: r

W:


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

Please don't print this e-mail unless you really need to.

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Near Sanganer Airport, Jaipur-302029

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

05 October 2022

Dear Amitabh Sinha,

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 **1st March 2023, Wednesday**.

2. Compensation:

2.1 Salary: Your annual gross salary will be **INR 4,68,000**, inclusive of your basic, fixed allowances and provident fund contributions, which will be remitted monthly.

Details of the compensation break up and office specific benefits are shared in **Annexure A**.

All bonuses are determined at the discretion of PharmaACE and are subject to any standard withholding taxes.

2.2 Retirals: Provident Fund and Gratuity will be as per rules.

2.3 Insurance: Company offers Group Medical Insurance for a floater sum of Rupees Three Lakhs only covering you, your spouse & 2 children (under the age of 25 years), if applicable.

2.4 Leaves: Confirmed employees are entitled to 20 Earned leaves, 6 Optional leaves and 4 Core Holidays, a total of 30 leaves annually. There is no carry forward or encashment of leaves. Leaves will be credited to the employee account on a pro-rata basis from the date of Joining.

2.5 Work from Home: WFH option is available only to confirmed employees and is subject to manager's approval.

3. Appraisals

PharmaACE has its Annual Appraisal Cycle in October of each year and the Annual Performance Bonus cycle in March of each year. On confirmation, campus joiners will be eligible to participate in the performance bonus cycle of the next calendar year. Campus joiners will not be participating in appraisal cycles in the calendar year of their joining.

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

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

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

4. Additional Details:

Following are the details of the logistics for your successful onboarding at PharmaACE

4.1 Orientation & Training: At PharmaACE, all new hires participate in a virtual/office-based Induction program to acquaint themselves with our culture and way of working. We have a blended learning program comprising of Instructor Led Trainings and Self-Paced Trainings hosted on our LMS. This is specifically designed to empower you with the right skillsets and to equip you with the right business acumen.

4.2 Start Date Formalities: This offer is subject to verification of original certificates of educational qualifications and other documents listed below.

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

4.3 Probation: You will be on probation for a period of 6 (Six) months, from the date of joining. You will be confirmed in your appointment in writing on successful completion of the said probationary period.

4.4 Notice Period

- a. During the probationary period or post confirmation, employer can terminate the employment at any given point of time with immediate effect without salary in lieu of notice in case of non-performance by the employee or in case of any misconduct including but not limited to, fraudulent, dishonest or undisciplined conduct 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.
- b. During the probationary period, employee can terminate the employment by giving two months notice or two months salary in lieu of notice.
- c. Post confirmation employee can terminate the employment by giving three months Notice.

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

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

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

Amitabh

- d. Employee will not be eligible for any appraisal/variable bonus payout if on Notice period.
5. You will treat matters pertaining to the Company's business interests with utmost confidentiality and such confidentiality must be maintained during your employment with the Company and thereafter.
6. During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and other matters as may be framed by the company from time to time.

Sincerely,



Santosh Poojary
PharmaACE

Amitabh



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

Annexure A
Remuneration Details
Amitabh Sinha**Trainee Analyst**

Salary Component	Per Annum (INR)	In words
Basic Salary	4,68,000	Rupees Four Lakhs Sixty-Eight Thousand Only
Confirmation Bonus *	50,000	Rupees Fifty Thousand Only
Performance Bonus **	45,000	Rupees Forty-Five Thousand Only
Retention Bonus ***	1,50,000	Rupees One Lakh Fifty Thousand Only
Gratuity	27,000	Rupees Twenty-Seven Thousand Only
Mediclaime (Notional)	10,000	Rupees Ten Thousand Only
Total CTC	7,50,000	Rupees Seven 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.		

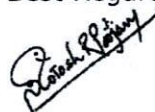
*** Confirmation Bonus** will be paid on the successful completion of the probation period. In case an employee wishes to leave the organization before 2 years from the date of confirmation, this bonus will have to be settled.

****Performance Bonus:** To be eligible for the performance bonus, you must be a confirmed employee and not be serving your notice period at the start of the performance appraisal process and also at disbursement time of the said bonus. This bonus is paid out in one instalment on the closure of financial cycle (pro-rata basis, if applicable). This may change, contingent on the company, group & individual performance.

*****Retention Bonus** will be paid on monthly basis for each of the first three years from the date of joining. 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,

Accepted By: *Amitabh*

 Santosh Poojary
 PharmaACE

Date: 10/10/2022


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 The MHMR University
 1, Prabhu Dayal Marg
 Near Sanganer 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 and all its affiliates
6. AXTRIA and all its affiliates

B. During the Employment Period, the Employee may have access to or receive certain information about PharmaACE customers and their projects. All project related information, whether labelled 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.

Best Regards,



Santosh Poojary
PharmaACE

Accepted By: 

Date: 10/10/2022


Registrar
The IHMR University
1, Prathu Dayal Marg
Near Sanghar Airport, Bhubaneswar-751009

MSN Laboratories Private Limited

MSN House, Plot No.: C-24,
Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pincode: 500 018, India.

CIN: U24239TG2003PTC041583

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

March 02, 2023

Mr. Anmol Gunda Patil
S/o Gunda Bapu Patil
Karveer
Shindewadi,
Kolhapur 416205
Mobile No: 8310107196

Dear Mr. Anmol Gunda Patil,

Sub: Offer and Appointment Letter

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

1. Designation:

You will be designated as "**Management-Trainee**", Grade "**GT3**", in **Sales & Marketing - Domestic** Department based at **MSN Laboratories Private Limited - Corporate Office** Location.

2. Remuneration:

Detailed compensation structure as Total Cost to Company **Rs.450000/-** is mentioned in the Annexure-I.

3. Documents to be Submitted:

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

- Passport Size Color Photographs (Self) - 7 nos. and Dependent-family members photograph - 1 nos. each
- All Educational Certificates and any other Certificates related to specific Training and Skills
- Previous employment Service Certificate / Relieving Letter, if any
- Last Six Months Bank Statement
- Aadhaar Cards of self and dependent family members
- PAN Card
- Passport / Driving License
- A cancelled cheque leaf of active bank account
- Medical Certificate with Reports





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Page 1 of 2

Name: Anmol Gunda Patil

4. Medical Fitness:

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

5. Terms & Conditions:

- a. Your employment is governed by the detailed Terms & Conditions furnished in Annexure – II.
- b. As discussed, you need to join us on or before **June 05, 2023**, failing which this offer and Appointment Letter stands withdrawn.

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

Please feel free to contact Mr. Sukanya Ghule, Contact No. 040-30438907 , Email ID: sukanyag@msnlabs.com for further clarifications, if any.

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

Thanking you,

Yours sincerely,

For MSN Laboratories Private Limited



K R Srinivas
General Manager -HR



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

March 02, 2023

Annexure-I

Mr. Anmol Gunda Patil

Designation: Management-Trainee

Grade : GT3

Department: Sales & Marketing - Domestic

TOTAL COST TO COMPANY

All figures in INR

Salary Components	Per Month	Per Annum	Payment Frequency
A. Monthly Salary			
Basic Pay	15000	180000	Monthly
House Rent Allowance	6000	72000	Monthly
Education Allowance	200	2400	Monthly
Minimum Guaranteed Bonus	13800	165600	Monthly
Statutory Bonus (Advance Payout)	0	0	Monthly
A - Monthly Gross Total	35000	420000	
B. Statutory Benefits			
PF (Employer Contribution)	1800	21600	Monthly
ESI (Employer Contribution)	0	0	Monthly
Bonus / Ex-gratia	700	8400	Annual
B - Statutory Benefits Total	2500	30000	
C. Fixed Total Cost to Company (A+B)	37500	450000	
D. Gratuity (As per the Gratuity Act, 1972)	722	8658	
Total Cost to Company (C+D)	38222	458658	

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)

For MSN Laboratories Private Limited


K R Srinivas
General Manager -HR


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

Name: Anmol Gunda Patil

Annexure- II

TERMS & CONDITIONS OF THE EMPLOYMENT

1. The effective date of joining shall not be later than **June 05, 2023**, failing which this offer and Appointment Letter stands withdrawn.
2. Your initial place of posting shall be at **MSN Laboratories Private Limited - Corporate Office** Location. 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.
3. Your appointment with the Company would be subject to successful pre and/or post-employment background checks, in respect of 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.
4. Your Date of Birth is recorded as **September 05, 1996**, by the Company on the basis of documentary evidence produced by you at the time of your appointment. You are advised to take 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.
5. You will be on training for a period of one year, and the same may be extended at the discretion of the management by such further period not exceeding six months. During the period of training (including any extended period), your services are subject to termination without any notice or assigning any reason. After successful completion of your training period based on your performance & suitability, your employment will be confirmed. At the time of confirmation of your Employment, a separate confirmation letter will be issued with new Terms & Conditions as applicable.
6. You are required to keep us informed of any changes in your personal details, residential address, marital status, educational qualifications, dependent's details etc.
7. 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.



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Near Sanganer Airport, Jaipur-302029

Name: Anmol Gunda Patil

8. 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.
9. 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.
10. 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.
11. 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.
12. As per the Company's policy, the age of superannuation is 58 years subject to your being physically 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.
13. 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.
14. 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.

[Handwritten signature]

[Handwritten signature]
Registrar
The IHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

Name: Anmol Gunda Patil

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



Acknowledgement for the Acceptance of the Offer and Appointment Letter

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

I shall report for duty on _____

Signature:

Date



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

MSN Laboratories Private Limited

MSN House, Plot No.: C-24,
Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pincode: 500 018, India.

CIN: U24239TG2003PTC041583

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

March 02, 2023

Mr. Aminesh Roy

S/o Tapas Roy

Madhya para kurchi,

kurchi, katwa-11,

Bardhaman

West Bengal

713514

Mobile No: 8101687885

Dear Mr. Aminesh Roy,

Sub: Offer and Appointment Letter

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

1. Designation:

You will be designated as "**Product Executive**", Grade "**G05**", in **Sales & Marketing - Domestic Department** based at **MSN Laboratories Private Limited-Corporate Office Location**.

2. Remuneration:

Detailed compensation structure as Total Cost to Company **Rs. 650000/-** 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
- Updated / Latest E-Aadhaar 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





Page 1 of 2

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

Name : Aminesh Roy

- l. Previous Employment Provisional Form-16, if applicable, for Income Tax Calculation Purpose
- m. Medical Certificate with Reports

4. Medical Fitness:

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

5. Terms & Conditions:

- a. Your employment is governed by the detailed Terms & Conditions furnished in Annexure - II.
- b. As discussed, you need to join us on or before **June 05, 2023**, failing which this offer and Appointment Letter stands withdrawn.

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

Please feel free to contact Mr. Sukanya Ghule Contact No. 040-30438907 Email ID: sukanyag@msnlabs.com for further clarifications, if any.

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

Thanking you,

Yours sincerely,

For MSN Laboratories Private Limited



K R Srinivas
General Manager -HR



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

Annexure-I

Mr.Aminesh Roy
Designation: Product Executive
Grade : G05
Department: Sales & Marketing - Domestic

TOTAL COST TO COMPANY

All figures in INR

Salary Components	Per Month	Per Annum	Payment Frequency
A. Monthly Salary			
Basic Pay	21667	260000	Monthly
House Rent Allowance	8667	104000	Monthly
Education Allowance	200	2400	Monthly
Minimum Guaranteed Bonus	20333	244000	Monthly
Statutory Bonus (Advance Payout)	0	0	Monthly
A - Monthly Gross Total	50867	610400	
B. Annual Benefits			
Leave Travel Allowance	0	0	Annual
B - Annual Benefits Total	0	0	
C. Statutory Benefits			
PF (Employer Contribution)	2600	31200	Monthly
ESI (Employer Contribution)	0	0	Monthly
Bonus / Ex-gratia	700	8400	Annual
C - Statutory Benefits Total	3300	39600	
D. Fixed Total Cost to Company (A+B+C)	54167	650000	
E. Gratuity (As per the Gratuity Act, 1972)	1042	12506	
Total Cost to Company (D+E)	55209	662506	

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)

For MSN Laboratories Private Limited


K R Srinivas
General Manager -HR


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

Name: Aminesh Roy

Annexure- II

TERMS & CONDITIONS OF THE EMPLOYMENT

1. The effective date of joining shall not be later than **June 05, 2023**, failing which this offer and Appointment Letter stands withdrawn.
2. Your initial place of posting shall be at **MSN Laboratories Private Limited - Corporate Office** Location. 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.
3. Your appointment with the Company would be subject to successful pre and/or post-employment background checks, in respect of 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.
4. Your Date of Birth is recorded as **February 20, 1995**, by the Company on the basis of documentary evidence produced by you at the time of your appointment. You are advised to take 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.
5. 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.
6. You are required to keep us informed of any changes in your personal details, residential address, marital status, educational qualifications, dependent's details etc.
7. 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.
8. 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.
9. 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.



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Near Sanganer Airport, Jaipur-302029

Name: Aminesh Roy

10. 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.
11. 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.
12. As per the Company's policy, the age of superannuation is 58 years subject to your being physically 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.
13. 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.
14. This contract of employment after confirmation of your probation period is terminable with or without reason by either party giving three months' 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.
15. 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.



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

Name: Aminesh Roy

16. 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.
17. 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.
18. 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.
19. Jurisdiction: Any disputes arising out of and /or related to your employment with the Company shall be subject to Hyderabad City Jurisdiction.



Acknowledgement for the Acceptance of the Offer and Appointment Letter

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

I shall report for duty on _____

Signature:

Date:



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

February 27, 2023

Ms. Anjali Chunnilal Pawar,
D/o Sh. Chunnilal G Pawar,
11, Tejaswi Marbles,
Abhay Nagar,
NAGPUR - 440 027
(Maharashtra)

Sub. : **OFFER FOR TRAINING**

Dear Ms. Pawar,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Management Trainee for Signutra (Health & Nutrition division[#])**, based at **Delhi**, for the period of one year on the terms and conditions mutually agreed upon.

Kindly join duties on or before March 13, 2023. You will be issued a formal Training letter at the time of joining.

You are requested to kindly bring with you the following essential documents at the time of joining.

1. Three latest coloured passport size photograph of yourself.
2. Copy of PAN card or proof of PAN application.
3. Photocopy of Passport and Aadhar Card.
4. Address proof (Voter ID/Driving License/Passport)
5. Attested copies of birth certificate/ age proof.
6. Attested copies of your testimonials.
7. Relieving letter from last employer.
8. Universal Account Number (UAN).
9. One cancelled cheque.
10. Fully Vaccinated Certificate for COVID 19 Vaccination.

This offer is subject to your being medically fit and positive reference check.

Kindly sign the duplicate copy of this letter as a token of your acceptance of this offer. Looking forward to a mutually beneficial association with you.

Yours faithfully,
For **HEALTH & NUTRITION DIVISION[#]**


UMESH K MODI
CHAIRMAN & PRESIDENT



UNDERTAKING

I have read, understood and accept this offer


Anjali Chunnilal Pawar


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

COMPENSATION PACKAGE OF MS. ANJALI CHUNNULAL PAWAR
DESIGNATION : MANAGEMENT TRAINEE

S/n	COMPONENTS	@ of Basic	
MONTHLY			PROPOSED
1	BASIC		25416
2	HRA	35%	8896
3	EDUCATION ALLOWANCE		200
4	SPECIAL ALLOWANCE		100
5	TRANSPORT ALLOWANCE		1825
6	SPECIAL ALLOWANCE II	15%	3812
7	TELEPHONE ALLOWANCE		350
8	MEDICAL ALLOWANCE	8.33%	2117
ANNUAL			
9	BONUS / EX-GRATIA	8.33%	2117
10	LEAVE TRAVEL ASSISTANCE	8.33%	2117
RETIRAL BENEFITS			
11	CO.'S CONTRIBUTION TOWARDS PF (As per Rule)	12%	3050
	TOTAL PM		50000
	TOTAL PA		600000

MONTHLY EARNINGS(SUM OF MONTHLY COMPONENTS - EMPLOYEE'S
CONTRIBUTION TO PROVIDENT FUND)

39666

NOTE :

- * BONUS & LTA TO BE PAID ANNUALLY
- ** TDS OVER AND ABOVE THE PACKAGE
- *** ONE YEAR SERVICE AGREEMENT TO BE SIGNED BY THE CANDIDATE


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

15th Mar, 2023

Anshu Aman
IIHMR
Jaipur

Dear Anshu Aman,

Congratulations! Further to your application for employment and the subsequent selection process, we are delighted to offer you a position as **"Management Trainee"** with Hexaware Technologies from **12th June, 2023** at our **Chennai** office on the following terms and conditions:

1. Your compensation package will be as detailed in Annexure I. Your compensation is strictly confidential, and we expect that you maintain the confidentiality of the same at all times.
2. Increments are not automatic but will be based solely on your performance as evaluated through performance appraisal system.
3. Notice period for severance without cause /resignation from the services of the company will be three months on either side or salary in lieu thereof. Salary for purpose of this clause means Basic Salary. However, the decision to release you earlier than three months would be solely at the discretion of the management. Notwithstanding anything contrary contained herein the notice period stated in this section is subject to any other agreement / understanding or trainee bonds that the employee has entered into with the company whether in past, present or future, AND in the presence of such agreement / understanding or trainee bonds, the notice period stated in this section shall apply on completion of such other term / period / duration as agreed under any such documents / agreements.
4. Your designation is merely indicative of the responsibilities which you are required to carry out. The company shall be entitled to advise you, at any time, to perform any other administrative, managerial, supervisory, or other functions as per business needs and you will be bound to carry out such functions.
5. During your employment, the company may nominate you to attend trainings that might involve a considerable cost. Similarly you may be deputed to client's site to gain knowledge and utilize the same to execute projects in India. In view of this you will be expected to serve the company, on completion of the training/knowledge transfer, for a specified period as required by the company.
6. During your employment, the Company may at its discretion require you to Work From Home, subject to the Work From Home Policy. Your acceptance of this offer implies that you are also well equipped to work from your place of residence as and when and for as long as required. This includes a good, secured internet connection, comfortable workspace, required gadgets like headsets, webcams etc.
7. (a) During the term of your employment with the Company, you agree not to undertake employment, whether full-time, honorary or part-time as the Director/Partner/member/employee/contractor/consultant of any other organization or entity engaged in any form of business activity without the written permission of the Company
- (b) You, at all times, will observe secrecy and confidentiality in respect of any technical, trade or business data or any other information that might come to your knowledge or possession and which, according to the company, are necessarily confidential and form valuable property of the company and not made available to the trade. Further, you will not disclose them without written consent from the company to anyone other than the company's

Registrar
The IIHMR University

HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax : +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com



officials who are authorised to receive them. You shall sign the "Non- Disclosure Agreement" (NDA) at the time of joining and you shall abide by the terms and conditions mentioned therein. Even after you have ceased to be in the service of the company, it will be binding on you that you shall not disclose them to anyone.

- (c) You will assign to the company the right, title and interest in any invention or improvement that you may make solely or jointly in the course of your employment with us which may be relating to the products/services marketed, based, developed and you will perform any acts, execute such documents without expenses to you which, in the judgement of the Company, may be needful or desirable to secure to the Company patent protection and any/all rights relating to invention or improvements.
 - (d) You shall maintain proper discipline and dignity of office and shall deal with all matters with sobriety with utmost discipline and judiciousness.
 - (e) You shall be governed by Hexaware Code of Conduct (CoC) and will be required to sign an undertaking which will be given to you separately at the time of joining. You are requested to read and comply with the same at all times. Any breach of CoC provisions or the terms and conditions of employment may result into an appropriate disciplinary action.
 - (f) You shall follow the daily attendance process laid down in the company from time to time.
 - (g) You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
 - (h) During the course of your employment, due to business needs, you may be required to travel outside India. You are, therefore, advised to hold a valid passport at all times. Please submit a copy of your valid passport at the time of your joining. In case you do not possess a passport or if the same is no longer valid, you are required to obtain it, at your own expense, and submit to HR dept. within 45 days of joining.
 - (i) We provide support to our global customers from various locations in India to suit customers differing time needs including on 24x7 basis. You would be operating from any of these locations and in any of the shifts, including the night shift, as may be decided by the Company keeping in mind business needs and deliverables to customers.
 - (j) As per income tax rules it is mandatory for you to submit a copy of you PAN (permanent account number) card at the time of joining. In case you do not possess it, you are required to obtain it, at your own expense, and submit to HR dept. within 45 days of joining. Failure to comply with this may result in withholding of your salary till such time you submit the same.
 - (k) You will inform the Company of any change in your residential address forthwith.
8. During your employment and in the event of ceasing the services of the company for whatsoever reason, you agree that, in addition to any other limitation during the term of your employment and for a period of one year after the termination of your employment, you will not directly or indirectly;
- (i) Solicit or accept employment with any Hexaware or its Subsidiaries ('Hexaware') or client/s to which you provided services as Hexaware employee.
 - (ii) On your behalf or as a partner or as an officer, director, an employee, agent or shareholder or any other entity; or person or as a trustee, fiduciary of other representative or any other person or entity.
- (a) Employ, solicit the employment of, or encourage or aid any other party to employ or solicit the employment of any Hexaware employee or independent contractor.

HEXAWARE TECHNOLOGIES LTD.

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Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax : +91 22 6791 9500
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- (b) Contact any persons or companies which are customers or prospective customers of Hexaware or any of its affiliates or subsidiaries for the purpose of soliciting the customers or prospective customers in competition with Hexaware its affiliates or subsidiaries nor solicit or divert or cause anyone to solicit or divert, any such customers or prospective customers from Hexaware its subsidiaries, affiliates.

For the purpose of point No. (i) & (ii) above, Hexaware client means any organization or person or Franchisee to which for a fee or charge, Hexaware has provided services. A prospective client means a person, or another organization or person to which Hexaware has, within the twelve months period preceding such termination or separation of employment, has / has submitted a proposal to provide services, the preparation of which included your direct involvement.

9. It is agreed that it shall be open to the company from time to time to vary any remuneration, benefit, facility or perquisite that may be extended to you.
10. Your appointment is transferable and the company, at its discretion, may transfer you to any other department or to any place in India or outside India and as such you may, at any time, be transferred to any of the offices of the company, its associates, organisations with whom the company has transactions, whether the office, subsidiary, associate or organisation is in existence today or is to be set-up hereafter. While every attempt will be made to give you reasonable advance notice of such transfer, in case of emergency such transfers may be made effective immediately.
- a) You will observe working timings and holidays as applicable to your location and place of work.
- b) On your transfer to any other place as stipulated in clause (9), you will observe the working timings and holidays as applicable to the location and place of work where you have been transferred, without any change in remuneration.
11. During your employment with the company you will comply with the provisions of the Information Security policies, procedures and guidelines of Hexaware at all times and which shall extend beyond the normal working hours, whether inside or outside the office premises including customer site / location. Any violation will be viewed very seriously and attract strict disciplinary action.
12. (a) If during the period of your employment with us you achieve any invention, process improvement, operational improvement or other processes/methods that will likely to be resulting into more efficient operation of any of the activities of the company, the company shall be entitled to use, utilise and exploit such improvements and you shall assign all your rights to the company for the purpose of seeking any patent rights in respect thereof or for any other purpose.
- (b) Upon leaving the company, you will not take with you any drawing, blue print or other reproduction or other data, tables, calculations, letter or other documents or any other writing or copy of writing of any nature whatsoever pertaining to the business of the company or any of its subsidiaries and the same are to be handed over back to the Company, failing which the Company shall treat it as breach of the Confidentiality obligations and shall be forced to take strict action against you.
13. You warrant that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform the duties of your employment. During the period of this employment you shall not draw, accept or endorse any cheque or bill on behalf of the company or, in any way, the company's credit except so far as you may have been authorized by the company to do so, either generally or in any particular case.

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14. (a) In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance.

(b) In the event a client seeks information pertaining to business aspect of your employment (including Resume), the company shall provide such information to the client without any notification to you
15. If you decide to leave the organisation within a period of twelve months from the date of your joining, you will fully reimburse the company, the joining bonus, notice pay and relocation expenses, if any, paid to you / your past employer, at the time of joining.
16. If you remain absent for a continuous period of 3 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily abandoned your services and company will be constrained to terminate your services forthwith.
17. Your appointment and its continuance is subject to your being found and remaining medically (physically and mentally) fit. The company reserves the right to ask you to undergo medical examination if and when considered necessary.
18. Also this appointment is subject to your not being a partner or relative of a Director of the company within the meaning of Section 314 of the Indian Companies Act, 1956. A list of Directors is available in the Head Office for perusal.
19. Your appointment is subject to your submitting copies of mark sheets /certificates in respect of all your educational qualifications at the time of joining.
20. Your appointment and its continuance is subject to you clearing verification checks at the time of joining and thereafter, which includes criminal, previous employments, educational qualifications, reference checks and all such other checks. Any discrepancy found in the above will result in immediate termination of your services.
21. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have concealed any information regarding your qualifications and experience, the company shall have the option to terminate your services without notice or compensation.
22. The age for retirement from services of the company is 58.
23. At all times you will be governed by the company's rules and regulations (and practices) as enforced from time to time on matters whether specified herein or not, including but not limited to matters such as designation, emoluments and the structure thereof, working hours, etc. and also all the published policies of the company. Also company's decision on all such matters shall be final and binding on you.
24. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this contract of employment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this contract shall continue in force and effect.



Registrar

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1, Prabhu Dayal Marg

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(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com


25. All the female employees, who will be completing minimum 80 working days with Hexaware, will be eligible for the following benefits under our Maternity Leave Policy:

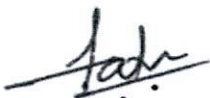
- Maternity Benefit of twenty-six weeks (including all the intervening Saturdays, Sundays and Company Declared Holidays) of which not more than eight weeks shall precede the date of her expected delivery, in first two instances of child birth.
- Maternity Benefit of twelve weeks (including all intervening Saturdays, Sundays & Company Declared Holidays), of which not more than six weeks shall precede the date of her expected delivery, for a woman having two or more than two surviving children.
- A woman who legally adopts a child below the age of three months shall be entitled to maternity benefit for a period of twelve weeks (including all intervening Saturdays, Sundays & Company Declared Holidays) from the date the child is handed over to the adopting mother.
- A woman getting a child through surrogacy shall be entitled to maternity benefit for a period of twelve weeks (including all intervening Saturdays, Sundays & Company Declared Holidays) from the date the child is handed over to her.

26. Please return the duplicate copy of this letter duly signed in token of acceptance of the terms and conditions of employment within seven days of you receiving this letter.

Please note that this offer stands valid 30 days from the date of offer, failing which it will stand withdrawn and cancelled, unless notified in writing by you and accepted by the management of Hexaware.

We welcome you to the Hexaware family and wish you a rewarding career over the years to come.

Yours faithfully,
For **HEXAWARE TECHNOLOGIES LIMITED**



Satish Warriar
Assistant Vice President

Acceptance of appointment terms and conditions:

I have read and understood the terms and conditions stated above and agree to the same:

Signature _____

Print Name _____

Date _____



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

HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax : +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com



ANNEXURE - SALARY BREAKUP		
Name: Anshu Aman	Date: 12 th June, 2023	
Grade & Designation: Management Trainee		
Fixed Components:	Monthly Rs.	Annual Rs.
Basic	20,000	2,40,000
HRA	10,000	1,20,000
Flexible components ¹	26,058	3,12,700
Statutory Bonus ³	2,000	24,000
Total - Fixed Components	58,058	6,96,700
Variable components:		
Variable amount on Individual Performance ²		60,000
Total - Variable Components		60,000
Other Annual Benefits:		
Medical Insurance premium contribution ⁴		2500
Retiral Benefits:		
Gratuity premium contribution ⁵		12,000
Provident Fund @12% of Basic Pay	2,400	28,800
Total Cost to Company (TCTC)		8,00,000

Notes:

1. You will be able to split your entire flexible component amount into various elements (LTA, Telephone, Food Coupons) in line with the Company guidelines.
2. Individual variable payment, if applicable, will be paid as per Hexaware Variable Payout Policy.
3. Statutory Bonus will be payable along with the monthly salary.
4. You will be covered under Group Hospitalization scheme of the Co. for Medical insurance.
5. You will be eligible for benefits under the Gratuity Scheme of Hexaware Technologies Ltd., subject to a minimum of 5 years of continuous service with Hexaware.

* Compensation structure is subject to various labour legislations You will be notified separately as and when such changes happen in the legislations governing the compensation.


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 (CIN) : L72900MH1992PLC069662 URL: www.hexaware.com





Code: _____ \ MT
Date : 15th Mar, 2023

Name : Anshu Aman
Employee Number :
Dept.:
Location: Jaipur

Dear Anshu Aman,

Thank you for your continuous commitment, performance, and hard work in enabling the organization to meet its goals. In recognition of the same, we are offering you a retention amount of Rs. 8,334/- payable monthly. This Retention bonus letter will be effective June 12th, 2023. This amount will be payable along with salary, subject to applicable taxes and added to TCTC wef June 12 2024.

Please note that, in case you decide to resign from your employment before June 30th 2024 any amount paid will be recovered.

Please treat the contents of this letter as confidential.

Wishing you all the very best.

Yours faithfully,
For HEXAWARE TECHNOLOGIES LIMITED

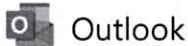
Satish Warriar
Assistant Vice President

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Near Sanganer Airport, Jaipur-302029



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(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com



Outlook

RE: Nupore Filtration- Vacancy -Business Development Executive

From Vaibhav Kalra <vaibhav.kalra@nupore.com>

Date Wed 8/16/2023 1:01 PM

To N Satheeshkanna <satheeshkanna@iihmr.edu.in>

Cc Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>; sales@nupore.com <sales@nupore.com>

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

Dear Mr. Satheeshkanna,

Greetings!

We have selected **Mr. Arkaprabha Pal** for the role of **Business Development Executive** for **Bangalore** location.

We have started his training from today onwards.

CTC Offered- **5 LPA + Incentives**.

Thank you for your kind support in this regards.

Now we have one more open position for the **Indore** location.

If you can support us with some more good candidates for this geography to be interviewed, I will be highly appreciative.

Best Regards,

Vaibhav Kalra | Business Development
Nupore Filtration Systems Pvt Ltd



Address: Plot No.7, Industrial Area Meerut Road, (Near Morta Police Chowki),
Ghaziabad - 201 003 (U.P.), INDIA

Mobile: +91 9958005071

Head Office: +91120 6335825/26 Ext 114

Website: <https://nupore.com/>

From: N Satheeshkanna [mailto:satheeshkanna@iihmr.edu.in]

Sent: 09 August 2023 13:54

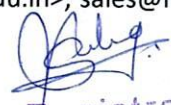
To: vaibhav.kalra@nupore.com

Cc: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>; sales@nupore.com

Subject: RE: Nupore Filtration- Vacancy -Business Development Executive

Dear Sir,

Greetings!!!


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

Thanks for the update.

I had a discussion with Arkaprabha Pal, and he will be there for the final interaction on 16th Aug. 2023 as discussed.

Also, I have informed him to bring his two-wheeler while the training period. He has agreed and discuss reg. the same with you further.

This is for your kind information.

Thanks & Regards,



N. Satheeshkanna,
Asst. Manager - Placements

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

E: satheeshkanna@iihmr.edu.in | W: www.iihmr.edu.in

M: +91 978-245-3035 | P: +91 141 3924700 (455)

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From: Vaibhav Kalra <vaibhav.kalra@nupore.com>

Sent: Tuesday, August 8, 2023 3:42 PM

To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>

Cc: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>; sales@nupore.com

Subject: RE: Nupore Filtration- Vacancy -Business Development Executive

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Dear Satheeshkanna,

Post interviewing both candidates we would like to proceed ahead with candidature of Mr. Arka Prabha Pal.

His profile seems suitable and we would like to meet to him at our HO for final interaction & formalities.

Kindly ask him to make arrangements in such a manner, that he will come and stay for training as well post final interaction at our HO.

In case he may need any support, then kindly ask him to touch base with me.

Thank you for your kind support in this regards.

Gentle Update: Travel Tickets are reimbursable. Ask the candidate to connect with me.

Best Regards,

Vaibhav Kalra | Business Development
Nupore Filtration Systems Pvt Ltd

NUPORE™

Address: Plot No.7, Industrial Area Meerut Road, (Near Morta Police Chowki),
Ghaziabad - 201 003 (U.P.), INDIA


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Near Sanganer Airport, Jaipur-302029

Placements

From: Arpita Bhardwaj </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=EB303DD46F8642B3A04C710B8B541400-ARPITA.J21>
Sent: 27 December 2022 17:17
To: Placements
Subject: Fwd: Offer Letter || Novo Nordisk
Attachments: Offer Letter_Novo Nordisk_Arpita Bhardwaj.pdf

Get Outlook for Android

From: TSCB (Tanisha Chaubey) <tscb@novonordisk.com>
Sent: Tuesday, 27 December, 2022, 4:21 pm
To: Arpita Bhardwaj <arpita.j21@iihmr.in>
Cc: YMDM (Mandar Mohan Mane) <YMDM@novonordisk.com>; DZXD (Debdatta Das) <DZXD@novonordisk.com>
Subject: Offer Letter || Novo Nordisk

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Dear Arpita,
 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, Hemophilia & 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. Team will reach out to you for completing all documentation and on-boarding formalities.

Note: Your joining date will be **23 January 2023**. You will undergo induction program starting from **23rd January at Bangalore**. Travel & accommodation arrangement will be done by us. We will confirm your working Headquarter during induction program.

Best regards


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

Tanisha Chaubey

Management Trainee - P&O

+91 8147771693 (mobile)

TSCB@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

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ANNEXURE

Name	Arpita Bhardwaj
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

Placements

From: Vinod Tejawani
Sent: 27 March 2023 17:09
To: Atika Naushad
Cc: Anita Thapa; Placements; N Satheeshkanna
Subject: FW: Offer for the post Offer for the post Associate – Supply Chain.

Congratulations dear Atika

Pl confirm the same to the organization

With Regards,



Vinod Tejawani
 Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
 Near Sanganer Airport, Jaipur – 302029
E: vinodtejawani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008 | **P:** +91 141 3924700 (713)

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From: HR UPTSU <hruptsu@ihat.in>
Sent: Monday, March 27, 2023 4:59 PM
To: satishdec22@gmail.com
Cc: Vinod Tejawani <vinodtejawani@iihmr.edu.in>
Subject: Offer for the post Offer for the post Associate – Supply Chain.

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Dear Ms. Atika Naushad ,

Phone: +91 7001370526

Greetings from IHAT!

We are pleased to inform you that you have been selected for the position of offer for the post Associate – Supply Chain, based at Lucknow. You would be offered a gross monthly salary of Rs. 56,000/- (Rupees Fifty-Six Thousand Only) as per the below breakup.

You are requested to confirm your date of joining, through a return email.

A.	SALARY BREAK-UP	
1	Basic	22,400
2	C.O.L.A. (DA)	2,400
3	HRA	9,920
4	Conveyance Allowance	1,600
5	Medical Allowance	1,250


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6	Educational Allowance	200
7	LTA (to be paid annually)	1,867
8	Communication	1,100
9	Special Allowance	15,263
	Total Gross (Monthly)	56,000
B.	PROVIDENT FUND	Per Month
1	Provident Fund (Employer's Contribution)	1,800
	Total Gross (A+B)	57,800
C.	Benefits	
1	Gratuity	As per Act
2	Medi-claim Insurance	As per IHAT Policy

A letter of appointment shall be issued on the day of joining. The joining formalities will take place at our Lucknow office at 10:30 AM.

INDIA HEALTH ACTION TRUST,

No. 404, 4th Floor,

No.20-A, Ratan Square,

Vidhan Sabha Marg,

Lucknow – 226001. Telephone number – 0522 4931777

You are further requested to bring with you the photocopy (self-attested) of the following documents along with the originals on the day of your joining and share the soft copy by a return e-mail:

1. Copy of Permanent Residence Proof/ Copy of Local Address Proof
2. Copy of Educational Certificates
3. 2 Passport Size Photographs
4. Copy of Relieving letter (from previous organization)
5. Last drawn Salary Slip
6. Copy of Experience certificates
7. Copy of PAN Card
8. Copy of Aadhar Card
9. Copy of Pass Book or Cancelled Cheque with bank details
10. Copy of Aadhar card of dependents and one passport size photograph for each dependent for insurance coverage.
11. Copy of Employee Provident Fund (EPF) Passbook.
12. Copy of supporting documents for Employee Pension Scheme (EPS) contribution.

Note:-In case you require accommodation from our end, kindly share the itinerary details accordingly.


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

Should you require any further information regarding the offer, please feel free to contact us.

We look forward to a long and fruitful association with you.

Regards

Aarushi Bhargava

Officer-HR

IHAT, Lucknow


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

15th Mar, 2023

Avinash Patnaik
IIHMR
Jaipur

Dear Avinash Patnaik,

Congratulations! Further to your application for employment and the subsequent selection process, we are delighted to offer you a position as "Management Trainee" with Hexaware Technologies from 12th June, 2023 at our Chennai office on the following terms and conditions:

1. Your compensation package will be as detailed in Annexure I. Your compensation is strictly confidential, and we expect that you maintain the confidentiality of the same at all times.
2. Increments are not automatic but will be based solely on your performance as evaluated through performance appraisal system.
3. Notice period for severance without cause / resignation from the services of the company will be three months on either side or salary in lieu thereof. Salary for purpose of this clause means Basic Salary. However, the decision to release you earlier than three months would be solely at the discretion of the management. Not with standing anything contrary contained herein the notice period stated in this section is subject to any other agreement / understanding or trainee bonds that the employee has entered into with the company whether in past, present or future, AND in the presence of such agreement / understanding or trainee bonds, the notice period stated in this section shall apply on completion of such other term / period / duration as agreed under any such documents / agreements.
4. Your designation is merely indicative of the responsibilities which you are required to carry out. The company shall be entitled to advise you, at any time, to perform any other administrative, managerial, supervisory, or other functions as per business needs and you will be bound to carry out such functions.
5. During your employment, the company may nominate you to attend trainings that might involve a considerable cost. Similarly you may be deputed to client's site to gain knowledge and utilize the same to execute projects in India. In view of this you will be expected to serve the company, on completion of the training/knowledge transfer, for a specified period as required by the company.
6. During your employment, the Company may at its discretion require you to Work From Home, subject to the Work From Home Policy. Your acceptance of this offer implies that you are also well equipped to work from your place of residence as and when and for as long as required. This includes a good, secured internet connection, comfortable workspace, required gadgets like headsets, webcams etc.
7. (a) During the term of your employment with the Company, you agree not to undertake employment, whether full-time, honorary or part-time as the Director/Partner/member/employee/contractor/consultant of any other organization or entity engaged in any form of business activity without the written permission of the Company

(b) You, at all times, will observe secrecy and confidentiality in respect of any technical, trade or business data or any other information that might come to your knowledge or possession and which, according to the company, are necessarily confidential and form valuable property of the company and not made available to the trade. Further, you will not disclose

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them without written consent from the company to anyone other than the company's officials who are authorised to receive them. You shall sign the "Non-Disclosure Agreement" (NDA) at the time of joining and you shall abide by the terms and conditions mentioned therein. Even after you have ceased to be in the service of the company, it will be binding on you that you shall not disclose them to anyone.

- (c) You will assign to the company the right, title and interest in any invention or improvement that you may make solely or jointly in the course of your employment with us which may be relating to the products/services marketed, based, developed and you will perform any acts, execute such documents without expenses to you which, in the judgement of the Company, may be needful or desirable to secure to the Company patent protection and any/all rights relating to invention or improvements.
 - (d) You shall maintain proper discipline and dignity of office and shall deal with all matters with sobriety with utmost discipline and judiciousness.
 - (e) You shall be governed by Hexaware Code of Conduct (CoC) and will be required to sign an undertaking which will be given to you separately at the time of joining. You are requested to read and comply with the same at all times. Any breach of CoC provisions or the terms and conditions of employment may result into an appropriate disciplinary action.
 - (f) You shall follow the daily attendance process laid down in the company from time to time.
 - (g) You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
 - (h) During the course of your employment, due to business needs, you may be required to travel outside India. You are, therefore, advised to hold a valid passport at all times. Please submit a copy of your valid passport at the time of your joining. In case you do not possess a passport or if the same is no longer valid, you are required to obtain it, at your own expense, and submit to HR dept. within 45 days of joining.
 - (i) We provide support to our global customers from various locations in India to suit customers differing time needs including on 24x7 basis. You would be operating from any of these locations and in any of the shifts, including the night shift, as may be decided by the Company keeping in mind business needs and deliverables to customers.
 - (j) As per income tax rules it is mandatory for you to submit a copy of you PAN (permanent account number) card at the time of joining. In case you do not possess it, you are required to obtain it, at your own expense, and submit to HR dept. within 45 days of joining. Failure to comply with this may result in withholding of your salary till such time you submit the same.
 - (k) You will inform the Company of any change in your residential address forthwith.
8. During your employment and in the event of ceasing the services of the company for whatsoever reason, you agree that, in addition to any other limitation during the term of your employment and for a period of one year after the termination of your employment, you will not directly or indirectly;
- (i) Solicit or accept employment with any Hexaware or its Subsidiaries ('Hexaware') or client/s to which you provided services as Hexaware employee.
 - (ii) On your behalf or as a partner or as an officer, director, an employee, agent or shareholder or any other entity; or person or as a trustee, fiduciary of other representative or any other person or entity.
- (a) Employ, solicit the employment of, or encourage or aid any other party to employ or solicit the employment of any Hexaware employee or independent contractor.

Registrar

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Near Sanganer Airport, Jaipur-302029

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- (b) Contact any persons or companies which are customers or prospective customers of Hexaware or any of its affiliates or subsidiaries for the purpose of soliciting the customers or prospective customers in competition with Hexaware its affiliates or subsidiaries nor solicit or divert or cause anyone to solicit or divert, any such customers or prospective customers from Hexaware its subsidiaries, affiliates.

For the purpose of point No. (i) & (ii) above, Hexaware client means any organization or person or Franchisee to which for a fee or charge, Hexaware has provided services. A prospective client means a person, or another organization or person to which Hexaware has, within the twelve months period preceding such termination or separation of employment, has / has submitted a proposal to provide services, the preparation of which included your direct involvement.

9. It is agreed that it shall be open to the company from time to time to vary any remuneration, benefit, facility or perquisite that may be extended to you.
10. Your appointment is transferable and the company, at its discretion, may transfer you to any other department or to any place in India or outside India and as such you may, at any time, be transferred to any of the offices of the company, its associates, organisations with whom the company has transactions, whether the office, subsidiary, associate or organisation is in existence today or is to be set-up hereafter. While every attempt will be made to give you reasonable advance notice of such transfer, in case of emergency such transfers may be made effective immediately.
- a) You will observe working timings and holidays as applicable to your location and place of work.
- b) On your transfer to any other place as stipulated in clause (9), you will observe the working timings and holidays as applicable to the location and place of work where you have been transferred, without any change in remuneration.
11. During your employment with the company you will comply with the provisions of the Information Security policies, procedures and guidelines of Hexaware at all times and which shall extend beyond the normal working hours, whether inside or outside the office premises including customer site / location. Any violation will be viewed very seriously and attract strict disciplinary action.
12. (a) If during the period of your employment with us you achieve any invention, process improvement, operational improvement or other processes/methods that will likely to be resulting into more efficient operation of any of the activities of the company, the company shall be entitled to use, utilise and exploit such improvements and you shall assign all your rights to the company for the purpose of seeking any patent rights in respect thereof or for any other purpose.
- (b) Upon leaving the company, you will not take with you any drawing, blue print or other reproduction or other data, tables, calculations, letter or other documents or any other writing or copy of writing of any nature whatsoever pertaining to the business of the company or any of its subsidiaries and the same are to be handed over back to the Company, failing which the Company shall treat it as breach of the Confidentiality obligations and shall be forced to take strict action against you.
13. You warrant that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform the duties of your employment. During the period of this employment you shall not draw, accept or endorse any cheque or bill on behalf of the company or, in any way, the company's credit except so far as you may have been authorized by the company to do so, either generally or in any particular case.

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



14. (a) In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance.
- (b) In the event a client seeks information pertaining to business aspect of your employment (including Resume), the company shall provide such information to the client without any notification to you
15. If you decide to leave the organisation within a period of twelve months from the date of your joining, you will fully reimburse the company, the joining bonus, notice pay and relocation expenses, if any, paid to you / your past employer, at the time of joining.
16. If you remain absent for a continuous period of 3 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily abandoned your services and company will be constrained to terminate your services forthwith.
17. Your appointment and its continuance is subject to your being found and remaining medically (physically and mentally) fit. The company reserves the right to ask you to undergo medical examination if and when considered necessary.
18. Also this appointment is subject to your not being a partner or relative of a Director of the company within the meaning of Section 314 of the Indian Companies Act, 1956. A list of Directors is available in the Head Office for perusal.
19. Your appointment is subject to your submitting copies of mark sheets /certificates in respect of all your educational qualifications at the time of joining.
20. Your appointment and its continuance is subject to you clearing verification checks at the time of joining and thereafter, which includes criminal, previous employments, educational qualifications, reference checks and all such other checks. Any discrepancy found in the above will result in immediate termination of your services.
21. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have concealed any information regarding your qualifications and experience, the company shall have the option to terminate your services without notice or compensation.
22. The age for retirement from services of the company is 58.
23. At all times you will be governed by the company's rules and regulations (and practices) as enforced from time to time on matters whether specified herein or not, including but not limited to matters such as designation, emoluments and the structure thereof, working hours, etc. and also all the published policies of the company. Also company's decision on all such matters shall be final and binding on you.
24. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this contract of employment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this contract shall continue in force and effect.

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The IHMR University
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HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax : +91 22 6791 9500





HEXAWARE

25. All the female employees, who will be completing minimum 80 working days with Hexaware, will be eligible for the following benefits under our Maternity Leave Policy:

- Maternity Benefit of twenty-six weeks (including all the intervening Saturdays, Sundays and Company Declared Holidays) of which not more than eight weeks shall precede the date of her expected delivery, in first two instances of child birth.
- Maternity Benefit of twelve weeks (including all intervening Saturdays, Sundays & Company Declared Holidays), of which not more than six weeks shall precede the date of her expected delivery, for a woman having two or more than two surviving children.
- A woman who legally adopts a child below the age of three months shall be entitled to maternity benefit for a period of twelve weeks (including all intervening Saturdays, Sundays & Company Declared Holidays) from the date the child is handed over to the adopting mother.
- A woman getting a child through surrogacy shall be entitled to maternity benefit for a period of twelve weeks (including all intervening Saturdays, Sundays & Company Declared Holidays) from the date the child is handed over to her.

26. Please return the duplicate copy of this letter duly signed in token of acceptance of the terms and conditions of employment within seven days of you receiving this letter.

Please note that this offer stands valid 30 days from the date of offer, failing which it will stand withdrawn and cancelled, unless notified in writing by you and accepted by the management of Hexaware.

We welcome you to the Hexaware family and wish you a rewarding career over the years to come.

Yours faithfully,
For HEXAWARE TECHNOLOGIES LIMITED

Satish Warriar
Assistant Vice President

Acceptance of appointment terms and conditions:

I have read and understood the terms and conditions stated above and agree to the same:

Signature Avinash Patnaik

Print Name

Date 27/03/2023

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Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax : +91 22 6791 9500



ANNEXURE - SALARY BREAKUP		
Name: Avinash Patnaik	Date: 12 th June, 2023	
Grade & Designation: Management Trainee		
Fixed Components:	<u>Monthly Rs.</u>	<u>Annual Rs.</u>
Basic	22,500	270,000
HRA	11,250	135,000
Flexible components ¹	31,592	379,100
Total - Fixed Components	65,342	784,100
Variable components:		
Variable amount on Individual Performance ²		67,500
Total - Variable Components		67,500
Other Annual Benefits:		
Medical Insurance premium contribution ⁴		2500
Retiral Benefits:		
Gratuity premium contribution ⁵		13,500
Provident Fund @12% of Basic Pay	2,700	32,400
Total Cost to Company (TCTC)		9,00,000

Notes:

1. You will be able to split your entire flexible component amount into various elements (LTA, Telephone, Food Coupons) in line with the Company guidelines.
 2. Individual variable payment, if applicable, will be paid as per Hexaware Variable Payout Policy.
 3. You will be covered under Group Hospitalization scheme of the Co. for Medical insurance.
 4. You will be eligible for benefits under the Gratuity Scheme of Hexaware Technologies Ltd., subject to a minimum of 5 years of continuous service with Hexaware.
- * Compensation structure is subject to various labour legislations You will be notified separately as and when such changes happen in the legislations governing the compensation.


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Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax : +91 22 6791 9500



Code: _____ \ MT
Date : 15th Mar, 2023

Name : Avinash Patnaik
Employee Number :
Dept.:
Location: Jaipur

Dear Avinash Patnaik,

Thank you for your continuous commitment, performance, and hard work in enabling the organization to meet its goals. In recognition of the same, we are offering you a retention amount of Rs. 16,667/- payable monthly. This Retention bonus letter will be effective June 12th, 2023. This amount will be payable along with salary, subject to applicable taxes and added to TCTC wef June 12 2024.

Please note that, in case you decide to resign from your employment before June 30th 2024 any amount paid will be recovered.

Please treat the contents of this letter as confidential.

Wishing you all the very best.

Yours faithfully,
For HEXAWARE TECHNOLOGIES LIMITED

Satish Warriar
Assistant Vice President

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

HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax : +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com



05th April 2023

Name: Ayush Tiwari

Address: Jaipur

Dear Ayush,

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 550,000 PA (Fixed 526038 + Variable 23,962) + 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

DRG Analytics & Insights Private Limited

[Signature]
Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganeer 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 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

The IIHMR University

1, Prabhu Dayal Marg

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DRG Analytics & Insights Private Limited

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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: Ayush Tiwari

Date: 05th April 2023



DRG Analytics & Insights Private Limited

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Registered Office :

CR2, 12th & 11th Floor, Prestige Shantiniketan, ITPB Main Road, Sadaramangala Village, Krishnarajapuram Hobli, Bangalore East Taluk, Bangalore - 560 048, Karnataka, INDIA.
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CIN-U74900KA2015FTC080238

MSN Laboratories Private Limited

MSN House, Plot No.: C-24,
Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pincode: 500 018, India.

CIN: U24239TG2003PTC041583

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

March 02, 2023

Ms.Ayushi Singh

D/o Sunil Kumar Singh

58-A Street No. 8

Chander Vihar, I.P. Extension, Shankarpur

East Delhi

110092

Mobile No: 8700532954

Dear Ms.Ayushi Singh,

Sub: Offer and Appointment Letter

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

1. Designation:

You will be designated as "Management-Trainee", Grade "GT3", in Sales & Marketing - Domestic Department based at MSN Laboratories Private Limited - Corporate Office Location.

2. Remuneration:

Detailed compensation structure as Total Cost to Company **Rs.450000/-** is mentioned in the Annexure-I.

3. Documents to be Submitted:

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

- Passport Size Color Photographs (Self) - 7 nos. and Dependent-family members photograph - 1 nos. each
- All Educational Certificates and any other Certificates related to specific Training and Skills
- Previous employment Service Certificate / Relieving Letter, if any
- Last Six Months Bank Statement
- Aadhaar Cards of self and dependent family members
- PAN Card
- Passport / Driving License
- A cancelled cheque leaf of active bank account
- Medical Certificate with Reports





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

Page 1 of 2

Name: Ayushi Singh

4. Medical Fitness:

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

5. Terms & Conditions:

- a. Your employment is governed by the detailed Terms & Conditions furnished in Annexure - II.
- b. As discussed, you need to join us on or before **June 05, 2023**, failing which this offer and Appointment Letter stands withdrawn.

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

Please feel free to contact Mr. Sukanya Ghule, Contact No. 040-30438907 , Email ID: sukanyag@msnlabs.com for further clarifications, if any.

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

Thanking you,

Yours sincerely,
For MSN Laboratories Private Limited



K R Srinivas
General Manager -HR



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

March 02, 2023

Annexure-I

Ms.Ayushi Singh

Designation: Management-Trainee

Grade : GT3

Department: Sales & Marketing - Domestic

TOTAL COST TO COMPANY

All figures in INR

Salary Components	Per Month	Per Annum	Payment Frequency
A. Monthly Salary			
Basic Pay	15000	180000	Monthly
House Rent Allowance	6000	72000	Monthly
Education Allowance	200	2400	Monthly
Minimum Guaranteed Bonus	13800	165600	Monthly
Statutory Bonus (Advance Payout)	0	0	Monthly
A - Monthly Gross Total	35000	420000	
B. Statutory Benefits			
PF (Employer Contribution)	1800	21600	Monthly
ESI (Employer Contribution)	0	0	Monthly
Bonus / Ex-gratia	700	8400	Annual
B - Statutory Benefits Total	2500	30000	
C. Fixed Total Cost to Company (A+B)	37500	450000	
D. Gratuity (As per the Gratuity Act, 1972)	722	8658	
Total Cost to Company (C+D)	38222	458658	

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)

For MSN Laboratories Private Limited



K R Srinivas
General Manager -HR



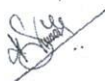
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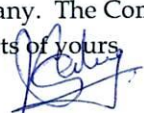
Name: Ayushi Singh

Annexure- II

TERMS & CONDITIONS OF THE EMPLOYMENT

1. The effective date of joining shall not be later than **June 05, 2023**, failing which this offer and Appointment Letter stands withdrawn.
2. Your initial place of posting shall be at **MSN Laboratories Private Limited - Corporate Office** Location. 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.
3. Your appointment with the Company would be subject to successful pre and/or post-employment background checks, in respect of 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.
4. Your Date of Birth is recorded as **March 15, 1999**, by the Company on the basis of documentary evidence produced by you at the time of your appointment. You are advised to take 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.
5. You will be on training for a period of one year, and the same may be extended at the discretion of the management by such further period not exceeding six months. During the period of training (including any extended period), your services are subject to termination without any notice or assigning any reason. After successful completion of your training period based on your performance & suitability, your employment will be confirmed. At the time of confirmation of your Employment, a separate confirmation letter will be issued with new Terms & Conditions as applicable.
6. You are required to keep us informed of any changes in your personal details, residential address, marital status, educational qualifications, dependent's details etc.
7. 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.




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Near Sanganer Airport, Jaipur-302029

Name: Ayushi Singh

8. 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.
9. 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.
10. 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.
11. 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.
12. As per the Company's policy, the age of superannuation is 58 years subject to your being physically 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.
13. 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.
14. 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.



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

Name: Ayushi Singh

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



Acknowledgement for the Acceptance of the Offer and Appointment Letter

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

I shall report for duty on _____

Signature:


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

Date

Date: 22.06.2023

OFFER LETTER

Dear Binita Lahiri,

With reference to your completion of Internship, we are pleased to offer you the position as "**Growth Enablers**" with VeePhoenix Compliance Pvt. Ltd.

As discussed, this offer will be subject to the following terms & conditions. You will be a Professional service provider.

- The offer letter holds good based on the performance during the internship which shall be evaluated by the leadership team. Failing to achieve goals set, will lead to termination of the offer.
- your overall CTC shall be 13 lakh per annum

1. The variable pay distributed across the year as per OKR milestones, shall be based on your performance evaluation by the management and directly linked to the achievement of agreed OKR milestones and deliverables. Professional fee will be disbursed to you as per the prevailing rules and guidelines of VeePhoenix Compliance Pvt. Ltd.

Your Professional fee is confidential between you and the company, and you are requested to maintain confidentiality.

Please refer **Annexure B** for Professional fee & Tax deduction details.

2. Deductions: TDS under section 194J shall be deducted on monthly Professional fee, the rate of TDS deduction may change as per Income Tax notification.

3. **Leave and other benefits:** You shall be entitled to have 12 days Casual leave and 6 days Sick leave per annum and all holidays shall be as per the US calendar.

4. Absence due to Health Reasons: Medical certificate will need to be submitted if the Professional exceeds 4 days of sick leave.

5. Your location of service shall be at **Mysore** or such other location / office that the Company may assign to you from time to time. Work from Home needs Prior Approval from Management. The Company reserves the right to require you to relocate and alter the place of work to any other location as the Company may deem fit and necessary for the effective Performance of duties.

6. Accommodation & Transportation facility shall not be provided by the Company.

7. Work timings: 8:00 AM to 5:00 PM CST. Monday to Friday.

8. We have a "Bring Your Own Device" (BYOD) Policy, you shall use your own laptop during the period of Service.

9. You will be requested to submit the documents attached in **Annexure A** in Google/Zoho form and sign Nondisclosure, Non-Compete, HIPAA Confidentiality Agreements as a part of joining formalities.

Address: Mysore: No 197/1, 2nd stage, Bogadi, Mysore, Karnataka, 570006

273/1, 16th Main, Saraswathipuram, Mysore, 570009


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

11. This offer is subject to your joining us on or before **1st October 2023**.

12. Probation: All appointments are subject to probation period of 3 months. This period is intended to give new opportunity to determine whether the position meets their expectations. VeePhoenix uses this period to evaluate the Professional capabilities, attitude towards work, job knowledge, work habits and overall performance.

After successful completion of 90 days Professional will undergo confirmation process and the Reporting Manager will propose the confirmation of the Professional. A Professional who is deemed to be unsuitable for confirmation may either have the probation extended by up to 3 months or services terminated. Extension of probation can be done for up to two occasions of 3 months each only.

13. The Company shall be making significant investment in the first 90 Days that shall span Certifications, Online Learning and Workshops from Industry Experts. If the Professional resigns voluntarily within the 90 Days, One Month Salary shall be paid by the Professional to the company.

At any time of the probation period if the Professional is still found to be consistently lacking in performance or misconduct, their agreement may be subject to termination without any notice.

14. Notice Period: At any point of time, if the Professional is willing to leave the organization, a 30 days' notice period is to be served with proper knowledge transfer to team and ensuring smooth business operations.

15. Jurisdiction: Any action arising out of or pertaining to this agreement shall be initiated and maintained in a court of competent jurisdiction at the Court of Karnataka at Mysore

We are glad that very soon you will be a part of our team. We look forward to your long and meaningful association with us.

For **M/s. VeePhoenix Compliance Private Limited**

Designation: **Manager HR & Administration**

Agreed and Accepted by:



Name: Binita Lahiri,

ANNEXURE – A

1. SSLC/10th Marks Card
2. Highest Qualification certificate
3. Copy of PAN Card
4. Copy of Aadhar card
5. Previous Employer's Relieving letter or Resignation acceptance
6. Pay slips of previous employer – 3 months
7. 3 Months Bank Statement with Salary Credited transaction.

** Please Ignore which ever is not applicable*



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

Annexure – B

PRIVATE AND CONFIDENTIAL

Name : Ms. Binita Lahiri
Designation : Growth Enablers
Department : Services

Remuneration Components	Amount (INR. Monthly)	Amount (INR. Per Annum)
Professional Fee	56,750.00	
Travel Allowance	1,250.00	
EQUIPMENT & INTERNET FEE	2000.00	
Gross	60,000.00	7,20,000.00
Less: TDS @ 10%	6,000.00	72,000.00
Net Pay	54,000.00	6,48,000.00
Variable pay on achieving the OKRs	40,000.00	4,80,000.00
Yearly Performance Bonus		1,00,000.00
Total		13,00,000.00

Agreed and accepted by:



Name: Binita Lahiri,

** Compensation is confidential between you and the company and you are urged to maintain the confidentiality **

** TDS shall be deducted on Monthly/Quarterly Variables.*

Rate of TDS deduction may change as per Income Tax notification



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

Title	Offer letter
File name	Binita Lahiri offer letter.docx
Document ID	b9230a42e670fa8e3bf6ed67c8be777422e72c36
Audit trail date format	MM / DD / YYYY
Status	● Pending signature

Document History

		06 / 22 / 2023 19:14:00 UTC	Sent for signature to Binita Lahiri (lahiribinita00@gmail.com) and Girisha (girish@phoenixcompliance.com) from hrdocs@vphoenixcompliance.com IP: 49.37.163.186
		06 / 22 / 2023 20:25:01 UTC	Viewed by Binita Lahiri (lahiribinita00@gmail.com) IP: 103.103.3.201
		06 / 22 / 2023 20:32:55 UTC	Signed by Binita Lahiri (lahiribinita00@gmail.com) IP: 103.103.3.201
		06 / 22 / 2023 20:32:55 UTC	This document has not been fully executed by all signers.



Federation of
Indian Chambers
of Commerce and Industry

Federation House
Tansen Marg
New Delhi - 110001
T : +91 11 23738760 (11 lines)
F : +91 11 23320714 / 23721504
E : ficci@ficci.com
W : www.ficci.in
CIN : U99999DL1956NPL002635
ISO 9001 : 2015 Certified

To

Mr. Divyansh Chauhan
VPO Sisana District
Baghpat- 250609,
Uttar Pradesh

Subject: Offer of Employment – Junior Project Manager

Dear Mr. Divyansh,

We are pleased to inform you that you have been selected for the position of Junior Project Manager at **Federation of Indian Chambers of Commerce and Industry**, and we would like to extend an offer of employment to you. We believe your skills and experience will be a valuable addition to our team.

1. Position

Your job title will be **Junior Project Manager** with an expected start date of **10th July 2023**.

2. Compensation and Benefits

Your annual Cost to Company will be 4,00,000 (Four Lakh Only).

You will be eligible for the standard benefits offered to employees at [Company Name], including but not limited to [health benefits, leave policies, and retirement plans].

3. Job Responsibilities

In your role as Junior Project Manager, your key responsibilities will include:

- Assisting in the planning, execution, and closing of projects.
- Managing project timelines, resources, and deliverables.
- Communicating with clients and stakeholders to ensure project requirements are met.
- Coordinating with various teams to ensure seamless project execution.

4. Document Submission

To formalize your employment with us, please submit the following documents by **26th June 2023**:

- A copy of your updated resume.
- Photocopies of your academic certificates and transcripts.
- A valid ID proof (e.g., passport, driver's license, or Aadhar card).
- Recent passport-sized photographs (2 copies).
- Any other documents requested during the interview process (e.g., experience certificates, references, etc.).

6. Confidentiality Agreement

You will be required to sign a confidentiality agreement as part of your employment.

7. Acceptance

To confirm your acceptance of this offer, kindly sign and return a copy of this letter by **[26th June 2023]**. If you have any questions or need clarification regarding any part of this offer, feel free to contact us.

We look forward to having you as a part of our team and are excited about the contributions you will make to our projects.

Warm regards,

Dipankar Barkakati
Director and Head
IPR and FICCI CASCADE

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

300

Date: 23rd Jan 2023

LETTER OF OFFER

Dear **Mr. Dnyan Gawande,**

Consequent so your interview with us, we are pleased to inform you that you have been Selected as "Sales Specialist" and will be joining us on or before 20th March 2023. Your cooperation is imperative to assure on sustained success and growth.

Your gross annual remuneration (CTC) will be **Rs. 4,50,000/- (Rupees Finer Lakhs Only)** the detail salary breakup would be shared to you at the time of joining. You are initially appoint to work in Noida office

Your employment with our organisation would be governed by various policies, rules and guidelines of the organization

You will be on a probation period of Six Montha, during your probation period if your services we found satisfactory your employment can be terminated on immediate basis without any prior intimation If you resign during your probation period, you would be required to serve a notice period of 15 days. in case you decide to leave or actually leave without serving 15 days' police, you will be enquired to deposit one month's salary to the office/Company along with the and spent on your training, final or

Your employment would be doomed to confirm only after the written confirmation from the management

The offer letter is intent of making an employment proposition and would be deemed concluded only on acceptance of appointment letter that would be given at the time of joining as well as all the documents as mentioned in Annexure B.

Again, welcome! We hope that your career here will be gratifying one

Sincerely,

For THE ALIGNER COMPANAY



Chandragupt Singh
HUMAN RESOURCE MANAGER



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

Anita Thapa

From: tac aligner <thealignercompany@gmail.com>
Sent: 23 January 2023 11:48
To: N Satheeshkanna
Subject: Fwd: Invitation for Hiring Talent from IIHMR University, Jaipur

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

Hello Satheesh,

Thanks for interviewed by good candidates, after consideration with HR team and our founder Dr. Chintan ,we would like to proceed with

Mr. Dnyan Gawande for Navi Mumbai location and Mr. Vivek Sharma for Noida location.

I shall share with you all the details soon including date of joining and cost to company structure for the same.

Kindly congratulate both of them behalf of TAC ALIGNER ORGANIZATION.

On Wed, Jan 18, 2023 at 11:29 AM tac aligner <thealignercompany@gmail.com> wrote:

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

From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Date: Tue, Jan 17, 2023 at 4:22 PM
Subject: RE: Invitation for Hiring Talent from IIHMR University, Jaipur
To: tac aligner <thealignercompany@gmail.com>
Cc: Anita Thapa <anitathapa@iihmr.edu.in>

Dear Sir,

Greetings!!!

With reference to your confirmation, I would like to share the meeting link for the interview and the timeslots assigned to the students for your kind perusal.

Sr. No.	Roll No.	Salutation	Student Name	Time Slots
1	1381	Dr.	Saahil Khandelwal	12:00 PM


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

2	287	Mr.	Amol Patil	12:20 PM
3	300	Mr.	Dnyan Gawande	12:40 PM
4	333	Mr.	Sachin Kumar	1:00 PM
5	340	Mr.	Saurabh	1:20 PM
6	356	Mr.	Vivek Sharma	1:40 PM

Microsoft Teams meeting

Join on your computer, mobile app or room device

[Click here to join the meeting](#)

Meeting ID: 437 456 810 986

Passcode: 6T8ZJP

[Download Teams](#) | [Join on the web](#)

[Learn More](#) | [Meeting options](#)

Thanks & Regards,



N. Satheeshkanna,

Asst. Manager - Placements

A: IIHMR University | 1, Prabhu Dayal Marg,

Near Sanganer Airport, Jaipur – 302029

E: satheeshkanna@iihmr.edu.in | **W:** www.iihmr.edu.in

M: +91 978-245-3035 | **P:** +91 141 3924700 (455)

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

From: tac aligner <thealignercompany@gmail.com>

Sent: 17 January 2023 02:53 PM

To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>

Subject: Re: Invitation for Hiring Talent from IIHMR University, Jaipur

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



Nov 29, 2023

Mr. Faizan Mahmad Iddish Kadiwala

**301, Al-Fateh Appartment, Ghatiwad, Nr. Prajapati
Aashram,**

Navsari, 396445

India

Training Agreement

Dear Faizan Mahmad Iddish Kadiwala:

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **January 8, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed. We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

For **Deloitte Consulting India Private Limited**

DocuSigned by:

Pooja Madhani

By:

7689E5DB192A487...

Signature

Authorized Signatory

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

- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloitte.net/deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. <https://deloitte.net/deloitte.com/Pages/Home.aspx> for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **January 8, 2024**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Faizan Mahmad Iddish Kadiwala

Signature

Name


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

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **90 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

Registrar

The IHMR University

Regd. Off.: Floor 4, Deloitte Tower 1, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India

GST Reg No: 36AABCD0476H1ZT

CIN: U72900TG2000PTC039976

Prohibited by Law
Near Sanghvi Airport, Jaipur-302029

This is a system generated offer

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

EXHIBIT D**Exceptions to Post-Employment Restrictions: re: Clients**

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-Employment Restrictions
re: Clients

No, I do not have
Post-Employment Restrictions
re: Clients

Name of Client

Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

DocuSigned by:

Pooja Madnani

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Pooja Madnani

Talent

Its: Authorized Signatory

Nov 29, 2023

Date

I have read and understood the above policy terms.

Faizan Mahmad Iddish Kadiwala

Signature

Name

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10

Sealed Time: 2023 11 29 12:08:45 -08:00

An Authorized Signatory's signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an Authorized Signatory indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

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

Regd. Off.: Floor 4, Deloitte Tower 1, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India

GST Reg No: 36AABCD0476H1ZT

CIN: U72900TG2000PTC039976

This is a system generated offer

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

Signature

Faizan Mahmad Iddish Kadiwala

Name

Date


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

EXHIBIT B**Pre-existing Creations; Pre-existing Agreements or Arrangements**

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the *Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

<u>Title</u>	<u>Date</u>	<u>Brief Description</u>
---------------------	--------------------	---------------------------------

Signature

Date

Faizan Mahmad Iddish Kadiwala

Name (Print)

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

DocuSigned by:

Pooja Madnani

7689E5DB192A487...

Pooja Madnani

Talent

Nov 29, 2023

Its: *Authorized Signatory*

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.11.29 12:08:44 -08:00

An *Authorized Signatory's* signature is required only if *Pre-existing Creations* or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

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

Deloitte Entity, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United States Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works – all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.


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

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (PII) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information*, *Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) – The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form – paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property – works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

DocuSigned by:
For Deloitte Consulting India Private Limited

Pooja Madnani

7689E5DB192A487...

Pooja Madnani

Talent

Authorized Signatory

Effective as of **January 8, 2024**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Faizan Mahmad Iddish Kadiwala

Signature

Name



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.11.29 12:08:44 -08:00

Registrar
The IHMR University
Near Sangner Airport, Jaipur-302029

any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a *Deloitte Entity* to remove such *Deloitte Property*.

OTHER POST- EMPLOYMENT OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licensor of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- Employment Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15, to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Bengaluru, Karnataka, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. Pre-existing Creations; Personal Creations. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B**, and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post-Employment Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post-Employment Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: Personnel and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated; (b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post-Employment Restrictions re: Deloitte Property. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect

represent and warrant that I am not currently aware of any present or past violation of this provision.

8. Authorization to Access Systems and Electronic Communications and use of Deloitte Property. I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. Security. I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of Works.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

Registrar
The IIHMR University
Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India
CIN: U72900TG2000PTC039976



Faizan Mahmad Iddish Kadiwala

Bengaluru

Annexure B**Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")**

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Salarpuria Softzone, Sy. No. 80/1, 81/1 & 81/2, Bellandur Village, Varthur Hobli, Bengaluru South Taluk, Outer Ring Road, Bengaluru - 560103, India** (the "Employer") as **Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. Pre-existing Agreements or Arrangements. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of Proceedings. Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity*.

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I

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Annexure A

¹All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

**Employee Level -
Analyst**

^{1a}Communication Expenses

Only one Post paid mobile, one Land Phone
and One internet connection bill(s) can be
claimed.

Rs./₹ 3,000/- per month

^{1b}Fuel Expenses

Petrol / Driver / Insurance / Repairs &
Maintenance

Rs./₹ 7,500/- per month

^{1a} The internet/telephone/mobile bills should be in the Employee's name.

^{1b} For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		Two Wheelers
	<= 1600 cc	> 1600 cc	
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

² The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

³ Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

⁴ Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

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Annexure A

Mr. Faizan Mahmad Iddish Kadiwala

Analyst

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	17,500	210,000
House Rent Allowance (HRA)	8,750	105,000
Special Allowance ^{1a & 1b}	11,867	142,404
Leave Travel Allowance ²	1,750	21,000
Differential Allowance	5,833	69,996
Meal Card ³	2,200	26,400
Employer's contribution to PF	2,100	25,200
Total Salary (in Rs.)	50,000	600,000
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium ⁴	3,014	36,167

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....


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This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Faizan Mahmad Iddish Kadiwala, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited
Best regards,

DocuSigned by:

Pooja Madhani

7689E5DB192A487...

By:

Signature

Authorized Signatory

Acceptance

I, **Faizan Mahmad Iddish Kadiwala**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Signature

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.11.29 12:08:44 -08:00

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



Deloitte Consulting India Private Limited
Salarpuria Softzone, Sy. No. 80/1, 81/1 & 81/2,
Bellandur Village, Varthur Hobli, Bengaluru South Taluk,
Outer Ring Road, Bengaluru – 560103, India

Tel: +91 080 6755 5000/ +91 080 6755 4000
www.deloitte.com

Nov 29, 2023

Mr. Faizan Mahmad Iddish Kadiwala
301, Al-Fateh Apartment, Ghatiwad, Nr. Prajapati Aashram,
Navsari, 396445
India

Subject: Offer of Employment

Dear Faizan Mahmad Iddish Kadiwala:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **January 8, 2024**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **January 8, 2024**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **January 8, 2024**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

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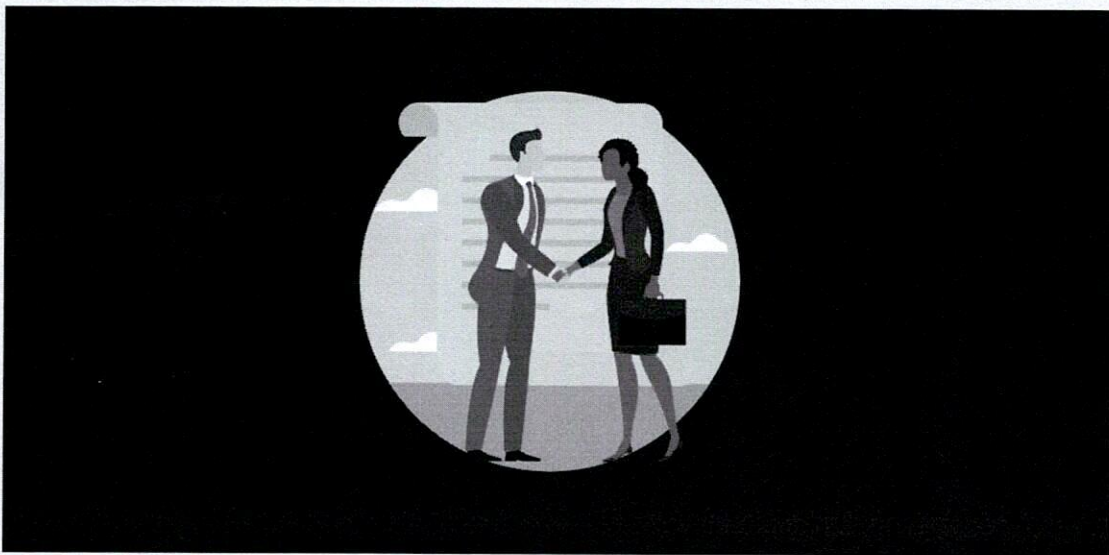
Placements

From: Rawatkar, Ateet <arawatkar@deloitte.com>
Sent: 09 September 2022 20:29
To: Priyanka Peter
Cc: Pillay, Kanchan; Menon, Hari; Singh, Shraddha; Ghosh, Arnab; N Satheeshkanna; Placements
Subject: Deloitte USI Consulting || Calling for Applications || IIHMR Jaipur
Attachments: Online Registration Guidelines.pdf; Batch Profile_Format.xlsx; Deloitte USI Consulting_Healthcare JD.pdf; Candidate details.xlsx

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.

Deloitte.

Deloitte Consulting | September 9, 2022



Eligibility criteria and profile details

Dear Team,

Thank you for your time.

As per our discussion, following are the eligibility criteria for the available positions:


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Profile: Digital Care / Operations Transformation - Analyst – Deloitte Consulting

Eligibility Criteria:

- Masters or Post Graduate Diploma – Specializations – Hospital and Healthcare Management/Healthcare Management, Rural Health/Pharma, HealthCare Informatics, HealthCare strategies & HealthCare IT Management, Health Policy and Administration, Hospital Administration, Health Information administration, Pharmaceuticals & Insurance
- 2023 Graduates only
- No active backlogs

Link to our Job Description & more on profile:	Please refer attached JD- <i>Deloitte USI Consulting_Healthcare JD.pdf</i>
Registration Link:	<u>Click Here</u>

The compensation set for the requisite role is **CTC ₹ 7,60,000**

Please share this email with all the students, as it is **mandatory** for them to register through this link to appear for the process. The attached PDF document will guide them through the online registration procedure.

Important dates for the process:

- Registration end date: **10- Sept-2022, 6:00 PM**
- Last date to share the candidate/applicant details on attached candidate details excel and the resumes: **10-Sept-2022, 6:00 PM**
- Online test process - **12-Sept-2022**
- Hiring event- **14-Sep-2022 9:00 AM onwards**

Please ensure all the below points are taken into consideration before the process:

1. **It is mandatory for all eligibility applicants to register on the registration link**
2. Request you to send the details of the candidates who have registered on the link in the attached excel by **10-Sept-2022, 6:00 PM**.
3. Students should have laptop/desktop with functional web-cam capability and stable and secure internet connectivity.



The IHMK University
1, Prabhu Dayal Marg
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Please feel free to contact us if you have any questions.

Kind regards,
Campus Team

Disclaimer: This communication does not constitute a contract or offer of employment or impose upon Deloitte any obligation to hire or retain you as an employee. Deloitte retains absolute discretion and right in issuance/withdrawal of any offer letter, and any such issuance/withdrawal is subject to appropriate checks, and you meeting the requirements as per Deloitte policies.



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Ref No.: ERIS /HUMAN RESOURCES/2023-24/Inspira

DATE: 27-05-2023

To,

Mr. / Ms. Harshit

House no 32/1 Thakur dwara, Aggrawal mandi , tatri

Baghpat- 250601

SUBJECT: OFFER LETTER

Dear Harshit

This has reference to the discussion you had with us. In this regards, we are pleased to offer you the position of **Management Trainee – Inspira** Division, based at **Ahmedabad** in our organization as per the agreed terms & conditions. You will report to **Thakkar Pratik - Marketing Manager**.

You are requested to join duty on, but not later than **07-06-2023**.

This offer is subject to submitting the following mandatory documents at the time of your joining:-

- Resignation & Relieving Letter of previous organization.
- Education / Professional Qualification Marksheets & Certificates
- AADHAR Card and Permanent Account Number (PAN) Card
- Personal Identity proof (Copy of Driving License/Election Card/Passport)
- Residential Proof (Copy of Bill – Electricity/Telephone/Mobile or Rental Agreement)
- 05 passport sized photographs
- Medical Fitness Certificate(Confirming no traces of any major illness or any chronic health disorders in the past)
- Blood Group certified by any pathological clinic.

The formal letter of appointment, indicating detailed terms and conditions will be issued to you at the time of your joining, which shall be subject to the following:

- Medical fitness, confirming no traces of any major illness or any chronic health disorders in the past
- Reference check
- No Criminal records
- Previous employment & Academic records verification.
- Submission of all the relevant documents.

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 will be eligible for Gratuity under the terms of Gratuity Act. Service for the purpose of Gratuity shall be reckoned from the date of your joining.

We look forward to welcoming you to ERIS family and wish you all the success in your new assignment with us.

Your next Annual Performance Appraisal will be held in April 2024.

With Best Wishes,

For Eris Lifesciences Ltd,

Santanu Rudra

Vice President – Human Resources

Encl.: Annexure-A

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Registered & Corporate Office:

Shivarth Ambit, Plot No. 142/2, Ramdas Road, Off SBR, Near Swati Bungalows, Bodakdev, Ahmedabad – 380054
Phone: +91-79-69661000/1001 • Email: eris@erislifesciences.com • Web Site: www.eris.co.in • CIN: 124232G12007PLC049867



Annexure - "A"

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	1,70,000	14,167
Leave Travel Allowance (LTA)	42,500	3,542
House Rent Allowance (HRA)	85,000	7,083
Children Education Allowance	2,400	200
Hostel Allowance	7,200	600
Statutory Bonus	30,000	2,500
Special Allowance	53,923	4,494
Gross Salary	3,91,023	32,585
Gratuity	8,177	681
Provident Fund	21,600	1,800
Statutory Benefits To Employer	29,777	2,481
Group Mediclaim & Personal Accident Insurance	4,200	350
Insurance Benefits	4,200	350
Cost To Company CTC	4,25,000	35,417
Provident Fund PF	21,600	1,800
Employee PT	2,400	200
Statutory Deduction From Employee	24,000	2,000
Net Pay	3,67,023	30,585

Notes:

- Provident Fund, Employee State Insurance (ESIC) & Gratuity are subject to change of statute, if any.
- According to statute, payment of Gratuity is subject to completion of minimum 05 years continuous service from the date of joining the organization.
- You will be covered under company's Group Mediclaim Insurance Policy (GMIC) and Group Personal Accident Policy (GPAP) as per the terms and conditions of the policy with the insurer.

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Registered & Corporate Office:

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Phone: +91-79-69661000/1001 • Email: eris@erislifesciences.com • Web Site: www.eris.co.in • CIN: L24232GJ2007PLC049867



09-Aug-2023

Hinal Jain,
Indian Institute of Health Management Research, Jaipur

Dear Hinal Jain,

Thank you for exploring career opportunities with Cognizant Technology Solutions India Private Limited ("Cognizant"). You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst**. You are entitled to an Annual Total Compensation (ATC) of **Rs. 500,000**. This includes an annual target incentive of **Rs. 20,000**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation detailed in **Compensation and Benefits**. We are glad to also offer you one time Joining Bonus. Please refer **Joining Bonus** for further details.

Your appointment will be governed by the terms and conditions of employment presented in Employment Agreement. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Project Manager.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of **60%** aggregate in your Graduation (all subjects taken into consideration) & in Post-Graduation no standing arrears at the time of joining.
2. This offer from Cognizant is **valid for 3 months** from the date of offer and hence you are expected to accept or decline the offer through the company's online portal within this time-period. Any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.
3. Prior to commencing the employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. If you have any further questions or clarifications, please reach out to the recruiter or your campus coordinators.

Yours sincerely,
For **Cognizant Technology Solutions India Private Ltd.**



Maya Sreekumar
Vice President - Human Resource

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:



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Compensation and Benefits

Name: Hinal Jain

Designation: Programmer Analyst

Sl. No.	Description	Monthly	Yearly
1	Basic	14000	168,000
2	HRA*	8400	100,800
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	11750	141,000
	Annual Gross Compensation		480,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		500,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		519,500

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate, you are also entitled to the following additional benefits:

1. Floating Medical Insurance Coverage
2. Round the Clock Group personal accident Insurance coverage
3. Group Term Life Insurance Coverage
4. Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
5. Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act, 1972

Leave & Vacation:

1. From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager.

1. Earned Leave - 18 Days
2. Casual Leave - 6 Days
3. Sick Leave - 12 Days

2. From the Date of Joining, Women associates will be entitled to Maternity leave based on the eligibility as laid down in The Maternity Benefit (Amendment) Act, 2017

3. In addition to the above, as per Cognizant policy you are also eligible to avail Child Adoption leave and Paternity leave by adhering to the conditions as laid down in the India Leave Policy.

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

Employee State Insurance

ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month

ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings.

** **Incentive Indication** :Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note:

1. Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.
2. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.
3. Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details.



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Joining Bonus

It was a great pleasure interacting with you over the last few weeks.

With reference to our discussion and subsequent offer, we wish to inform you of an additional joining bonus of **Rs. 50,000** and this will be paid in 1 Instalment (after completion of 3 months of your joining in Cognizant).

Kindly note the points below:

- The joining bonus will be subject to statutory and income tax deductions as applicable.
- The joining bonus will be recovered in case you leave us within one year of joining.

I have read, understood and accept the above-mentioned terms and conditions.

Signature:

Date:



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Near Sanganer Airport, Jaipur-302029

Employment Agreement - Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between: Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Hinal Jain, 25, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.

b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.

c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.

- b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e) you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
- c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
- d) Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;
- c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and
- d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall

Registrar

The IIMR University

C. Prabhakaran, Registrar

Near Sangam, Anna Nagar, Chennai - 600 029

adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period.

You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

1. Misconduct, as provided in Misconduct and Disciplinary Action Policy
2. Non-adherence to Associate Deployment Pool Policy
3. Violation of Social Media Policy or Conflict of Interest Policy
4. Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
5. Insubordination or failure to comply with the directions given to you by persons so authorized
6. Insolvency or conviction for any offence involving moral turpitude
7. Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
8. Violation of non-disparagement obligations
9. Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to

be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

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

Cognizant Technology Solutions India Private Limited

Hinal Jain



Maya Sreekumar
Vice President – Human Resources

I have read, understood and accept the above-mentioned terms and conditions.

Signature

Date:


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



09-Aug-2023

**Jaibhagwan LNU,
Indian Institute of Health Management Research, Jaipur**

Dear **Jaibhagwan LNU**,

Thank you for exploring career opportunities with Cognizant Technology Solutions India Private Limited ("Cognizant"). You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst**. You are entitled to an Annual Total Compensation (ATC) of **Rs. 500,000**. This includes an annual target incentive of **Rs. 20,000**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation detailed in **Compensation and Benefits**. We are glad to also offer you one time Joining Bonus. Please refer **Joining Bonus** for further details.

Your appointment will be governed by the terms and conditions of employment presented in Employment Agreement. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Project Manager.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of **60%** aggregate in your Graduation (all subjects taken into consideration) & in Post-Graduation no standing arrears at the time of joining.
2. This offer from Cognizant is **valid for 3 months** from the date of offer and hence you are expected to accept or decline the offer through the company's online portal within this time-period. Any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.
3. Prior to commencing the employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. If you have any further questions or clarifications, please reach out to the recruiter or your campus coordinators.

Yours sincerely,
For **Cognizant Technology Solutions India Private Ltd.**

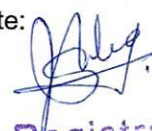


**Maya Sreekumar
Vice President - Human Resource**

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:



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

Compensation and Benefits

Name: Jaibhagwan LNU

Designation: Programmer Analyst

Sl. No.	Description	Monthly	Yearly
1	Basic	14000	168,000
2	HRA*	8400	100,800
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	11750	141,000
	Annual Gross Compensation		480,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		500,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		519,500

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate, you are also entitled to the following additional benefits:

1. Floating Medical Insurance Coverage
2. Round the Clock Group personal accident Insurance coverage
3. Group Term Life Insurance Coverage
4. Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
5. Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act, 1972

Leave & Vacation:

1. From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager.

1. Earned Leave - 18 Days
2. Casual Leave - 6 Days
3. Sick Leave - 12 Days

2. From the Date of Joining, Women associates will be entitled to Maternity leave based on the eligibility as laid down in The Maternity Benefit (Amendment) Act, 2017

3. In addition to the above, as per Cognizant policy you are also eligible to avail Child Adoption leave and Paternity leave by adhering to the conditions as laid down in the India Leave Policy.

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

Employee State Insurance

ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month

ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

*** Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings.

**** Incentive Indication :** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note:

1. Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.
2. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.
3. Login to <https://onecognizant.cognizant.com> -> Total Rewards App for more details.



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

Joining Bonus

It was a great pleasure interacting with you over the last few weeks.

With reference to our discussion and subsequent offer, we wish to inform you of an additional joining bonus of **Rs. 50,000** and this will be paid in 1 Instalment (after completion of 3 months of your joining in Cognizant).

Kindly note the points below:

- The joining bonus will be subject to statutory and income tax deductions as applicable.
- The joining bonus will be recovered in case you leave us within one year of joining.

I have read, understood and accept the above-mentioned terms and conditions.

Signature:

Date:


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

Employment Agreement - Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between:
Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Jaibhagwan LNU, 25, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.

- b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e) you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
- c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
- d) Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;
- c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and
- d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall

adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period.

You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

1. Misconduct, as provided in Misconduct and Disciplinary Action Policy
2. Non-adherence to Associate Deployment Pool Policy
3. Violation of Social Media Policy or Conflict of Interest Policy
4. Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
5. Insubordination or failure to comply with the directions given to you by persons so authorized
6. Insolvency or conviction for any offence involving moral turpitude
7. Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
8. Violation of non-disparagement obligations
9. Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to

be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

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

Cognizant Technology Solutions India Private Limited

Jaibhagwan LNU



Maya Sreekumar
Vice President – Human Resources

I have read, understood and accept the above-mentioned terms and conditions.

Signature

Date:



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



Cognitio Analytics India Private Limited
First Floor, Plot-81, Sector-44,
Near Ramada Hotel,
Gurugram-122003

Date: 19 December 2022

Candidate Name: Kanika Birla

Subject: Offer of Employment

Dear Kanika,

Subsequent to the personal interviews you had with us, we are glad to offer you the role of **Analyst**. The tentative date of joining will be on or before **3 July 2023**. The position is initially based at our **Gurgaon** office. On behalf of the Company let me invite you to be a part of our journey towards growth.

You will be paid an annual fixed compensation of **INR 5,50,000** and also be eligible for receiving variable compensation of up to **10%** of your annual fixed compensation, subject to your performance and company's variable pay policies.

Additionally, **you will be paid a retention bonus of INR 1,00,000/- after one year**. This would be subject to you not having resigned and/or are not serving notice period at the time of pay-out.

Applicable taxes would be deducted at source in case of joining and retention bonus.

You would be issued a detailed Letter of Appointment containing all terms and conditions of employment on your joining. This is an offer of employment only and the terms will become valid from the date of your joining as mentioned above.

You are requested to submit self-attested copies of the following documents on the date of joining and bring original documents at the time of joining for verification:

1. Passport size photographs (2)
2. Pan Card
3. Address proof - Current & Permanent – (Any one):
 1. Passport
 2. Electricity bill, (most recent, within last month) or
 3. Landline bill (most recent, within last month)
 4. Aadhar card
 5. Passbook of any Nationalized Bank
 6. Voter card
4. Educational Qualification certificates & mark sheets
 1. Class 10th
 2. Class 12th


Registrar
The IIMR University
1, Prabhu Dayal Marg
Sector 52, Gurgaon, Haryana - 122029

Registered Office: F2 Cabin 1, First Floor, TDI Fun Republic Mall Fun Cinema, Moti Nagar, West Delhi
110015



Cognitio Analytics India Private Limited

First Floor, Plot-81, Sector-44,

Near Ramada Hotel,

Gurugram-122003

3. Diploma
 4. Graduation
 5. Post-Graduation
 6. Certifications, if any
5. Date of Birth Proof, if not part of the above documents
6. Bank Account details for salary,
1. Name on the account
 2. Account No.
 3. Bank name
 4. Branch name
 5. IFSC code
7. PF account details/UAN (Universal Account No.), if any
1. Name on the account
 2. UAN No
8. Previous employer details, if any
1. Joining & Relieving letter / Experience letter from previous employer

This offer is conditional to the satisfactory completion of all background checks. Management reserves the right to withdraw this offer letter in case any of the information provided by you in the application form and during the selection processes is found misleading or false.

We believe that your association with us will be mutually rewarding.

Sincerely,

KRITI
BAINS
Digitally signed
by KRITI BAINS
Date: 2022.12.21
12:57:44 +05'30'

Kriti Bains
Senior Manager

I accept the above offer.


Registrar
The IHMR University
1, Prabhu Dayal Marg
Near Sangar Airport, Jaipur-302029
Date: 30/12/2022

Name: _____

Date: _____



Cognitio Analytics India Private Limited

First Floor, Plot-81, Sector-44,

Near Ramada Hotel,

Gurugram-122003

Annexure

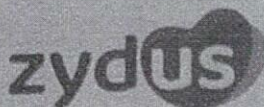
Name: Kanika Birla	
Designation: Analyst	
Revised Salary Break Up	Annual Amounts (In INR)
Basic	1,65,000
HRA	66,000
LTA	27,500
Conveyance	19,200
Medical Allowance	15,000
Telephone Reimbursements	6,000
Internet Expense Reimbursements	12,000
Car Reimbursement	21,600
Parking Slip Reimbursement	30,000
Ad-hoc Allowance	1,67,900
Employer Provident Fund	19,800
Total Fixed	5,50,000
*Variable	55,000
Retention Bonus (after 1 year)	1,00,000
Total CTC	7,05,000

* Max pay out of up to 10% of your annual fixed compensation, subject to company's variable pay policies.

Registrar
The IIMR University
1, Prabhu Dayal Marg

Near Sanganeer Airport, Jaipur-302029

Registered Office: F2 Cabin 1, First Floor, TDI Fun Republic Mall Fun Cinema, Moti Nagar, West Delhi
110015



Dedicated To Life

Date: 01/05/2023

Ketaki Dongare
Dongare Mala, Bhadgaon Road,
A/P - Jarali, Tal. Gandhigaj,
Dist Kolhapur,
Maharashtra - 416551

Dear Ms. Ketaki,

With reference to your application for employment and subsequent interviews you had with us, as mutually agreed, we are pleased to offer you a position of "Management Trainee" in Renalscience Division based at Ahmedabad.

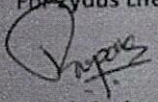
You will undergo 12 months training period as Management Trainee from your date of joining. Your expected date of joining will be in the month of June 2023, as indicated to us by your esteemed institute, IIHMR.

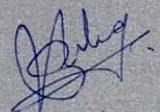
We shall offer you a CTC of Rs.7.00 Lacs p.a. during training period. The details of the CTC is given in the Annexure, for your reference. Post successful completion of the training period and on been duly confirmed, your CTC will be revised basis on performance appraisal and you will be designated as Product Manager. Your confirmation will be subject to review of your performance efforts as per the Key Result Areas for the role during the 12 months training period by your reporting manager.

Kindly sign the duplicate of this letter indicating your acceptance and probable date of joining the organization.

We look forward to a long and mutually rewarding relationship.

Your faithfully,
For Zydus Lifesciences Limited


Rupak Rathore
General Manager - HR


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

Zydus Lifesciences Limited (formerly known as Cadila Healthcare Limited)
Regd. Office : Zydus Corporate Park, Scheme No. 63, Survey No. 536, Khoraj (Gandhinagar), Nr. Vaishnodevi Circle,
S. G. Highway, Ahmedabad-382 481, Gujarat, India. | Phone : +91-79-71800000, +91-79-48040000
website : www.zyduslife.com | CIN : L24230GJ1995PLC025878

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

05 October 2022

Dear Kinnari Rathod,

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 **1st March 2023, Wednesday**.

2. Compensation:

2.1 Salary: Your annual gross salary will be **INR 4,68,000**, inclusive of your basic, fixed allowances and provident fund contributions, which will be remitted monthly.

Details of the compensation break up and office specific benefits are shared in **Annexure A**.

All bonuses are determined at the discretion of PharmaACE and are subject to any standard withholding taxes.

2.2 Retirals: Provident Fund and Gratuity will be as per rules.

2.3 Insurance: Company offers Group Medical Insurance for a floater sum of Rupees Three Lakhs only covering you, your spouse & 2 children (under the age of 25 years), if applicable.

2.4 Leaves: Confirmed employees are entitled to 20 Earned leaves, 6 Optional leaves and 4 Core Holidays, a total of 30 leaves annually. There is no carry forward or encashment of leaves. Leaves will be credited to the employee account on a pro-rata basis from the date of Joining.

2.5 Work from Home: WFH option is available only to confirmed employees and is subject to manager's approval.

3. Appraisals

PharmaACE has its Annual Appraisal Cycle in October of each year and the Annual Performance Bonus cycle in March of each year. On confirmation, campus joiners will be eligible to participate in the performance bonus cycle of the next calendar year. Campus joiners will not be participating in appraisal cycles in the calendar year of their joining.

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

Email: info@pharmaace.com, www.PharmaACE.com
Registrar
The O.P.J.S. University
Near Sangner Airport, Jaipur-302029

4. Additional Details:

Following are the details of the logistics for your successful onboarding at PharmaACE

4.1 Orientation & Training: At PharmaACE, all new hires participate in a virtual/office-based Induction program to acquaint themselves with our culture and way of working. We have a blended learning program comprising of Instructor Led Trainings and Self-Paced Trainings hosted on our LMS. This is specifically designed to empower you with the right skillsets and to equip you with the right business acumen.

4.2 Start Date Formalities: This offer is subject to verification of original certificates of educational qualifications and other documents listed below.

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

4.3 Probation: You will be on probation for a period of 6 (Six) months, from the date of joining. You will be confirmed in your appointment in writing on successful completion of the said probationary period.

4.4 Notice Period

- a. During the probationary period or post confirmation, employer can terminate the employment at any given point of time with immediate effect without salary in lieu of notice in case of non-performance by the employee or in case of any misconduct including but not limited to, fraudulent, dishonest or undisciplined conduct 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.
- b. During the probationary period, employee can terminate the employment by giving two months notice or two months salary in lieu of notice.
- c. Post confirmation employee can terminate the employment by giving three months Notice.

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

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

- d. Employee will not be eligible for any appraisal/variable bonus payout if on Notice period.
5. You will treat matters pertaining to the Company's business interests with utmost confidentiality and such confidentiality must be maintained during your employment with the Company and thereafter.
6. During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and other matters as may be framed by the company from time to time.

Sincerely,



Santosh Poojary
PharmaACE



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

Annexure A
Remuneration Details
Kinnari Rathod**Trainee Analyst**

Salary Component	Per Annum (INR)	In words
Basic Salary	4,68,000	Rupees Four Lakhs Sixty-Eight Thousand Only
Confirmation Bonus *	50,000	Rupees Fifty Thousand Only
Performance Bonus **	45,000	Rupees Forty-Five Thousand Only
Retention Bonus ***	1,50,000	Rupees One Lakh Fifty Thousand Only
Gratuity	27,000	Rupees Twenty-Seven Thousand Only
Mediclaime (Notional)	10,000	Rupees Ten Thousand Only
Total CTC	7,50,000	Rupees Seven 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:** To be eligible for the performance bonus, you must be a confirmed employee and not be serving your notice period at the start of the performance appraisal process and also at disbursement time of the said bonus. This bonus is paid out in one instalment on the closure of financial cycle (pro-rata basis, if applicable). This may change, contingent on the company, group & individual performance.

*****Retention Bonus** will be paid on monthly basis for each of the first three years from the date of joining. 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,

Accepted By: *Kinnari*


 Santosh Poojary
 PharmaACE


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

Date: 10/10/2022

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 and all its affiliates
6. AXTRIA and all its affiliates

B. During the Employment Period, the Employee may have access to or receive certain information about PharmaACE customers and their projects. All project related information, whether labelled 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.

Best Regards,



Santosh Poojary
PharmaACE

Accepted By: *Kinnari*

Date: 10/10/2022



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

STRICTLY PRIVATE & CONFIDENTIAL

OFFER OF APPOINTMENT

Date: 21st December 2022

Ms Komal Bhauso Bhintade,

IIHMR, Jaipur

Dear Komal,

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 on probation for **12 months**. Your services shall be confirmed subject to the below mentioned:

- Individual Performance delivery as per company standards during 12 months of probation, and
- Clearance of Licentiate Exam from Insurance Institute of India – to be completed maximum by September 30, 2023

Please find below the compensation details:

Overall Compensation	Rs.5,40,000/-
Fixed Pay	Rs.4,50,000/-
Variable Pay* (Maximum Earning Potential)	Rs.90,000/-*

*Variable Pay earning is subject to your performance as per company standards in compliance to Variable Pay Plan.

** Variable Pay Earning (if applicable) basis your performance delivery, shall be released only post confirmation of your employment

Your fixed pay comprises of Basic Pay, Choice Pay and Retirement benefits, which include Provident Fund and Gratuity, as per company policy.

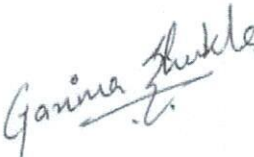
Additionally, you shall be entitled for Group Medclaim and Termassurance as per terms and conditions of the company.

This is only an offer and not an appointment order. Your offer stands valid subject to the condition that you successfully 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 post your joining, subject to completion of your joining formalities as per the prescribed timelines which shall be communicated shortly.

Please confirm your acceptance by sending us the scan copy of this letter to vaibhav.g.rane@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)

Name & Signature.....



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

Placements

From: Kundan Kumar <kundan.j21@iihmr.in>
Sent: 25 February 2023 17:52
To: Placements
Cc: Anshu Aman
Subject: Fwd: Revised-Offer Letter of Mr. Kundan Kumar, Wockhardt Metabolics, Delhi
Attachments: List of Wellness Centres. JAn 2013.xls; Important Note.docx; Form_no_11_Declaration_Form.pdf; Gratuity form.pdf; PF Form 2.pdf; IT Policy updated 2022 - Signed.pdf

Get Outlook for Android

From: regionalhr delhi <regionalhr.delhi@wockhardt.com>
Sent: Friday, February 17, 2023 11:12:01 AM
To: Kundan Kumar <kundan.j21@iihmr.in>
Cc: NARESH DHOUNDIYAL <naresh.dhoundiyal@wockhardtfield.com>; SHAMBHU GUPTA <shambhu.gupta@wockhardtfield.com>; Durgesh Sharma <DSharma@wockhardt.com>; LCS Sri Vishnu <LCSSriVishnu@wockhardt.com>; Kandy S Kandasamy <KKandasamy@wockhardt.com>
Subject: Revised-Offer Letter of Mr. Kundan Kumar, Wockhardt Metabolics, Delhi

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.

Revised-

Dear Mr. Kundan Kumar,

Wockhardt is a true Indian Multi-National Company with a multi-ethnic workforce of **8600 Associates from 21 different nationalities** globally. We have 3 research centers and 12 manufacturing plants, with businesses ranging from the manufacturing and marketing of Pharmaceutical and Bio-pharmaceutical formulations, Active Pharmaceutical Ingredients (APIs) and Vaccines.

The company has successfully created an integrated multi-technology capability to manufacture all types of dosage forms including sterile injectables and lyophilized products. Highly skilled technicians operate 12 manufacturing facilities that are US FDA, UK MHRA and EMEA compliant sites in India, the US and Europe. It is with immense joy and pride we share with you that Wockhardt Group has won 3 awards in "Great Place To Work" contest, for 2015.

This has reference to your application for employment in our Company and the subsequent interview you had with us. We are pleased to offer you an employment with us as **Key Account Manager based at Delhi grade FM1 in our Wockhardt Metabolics Division**.

Please note that this is merely an Offer Letter. The Company's standard Appointment Letter containing exhaustive terms and conditions of employment will be issued to you on your joining the Company which shall be binding on you.

You are requested to go through your pre-employment medical check up and this offer will only be valid upon you being found medically fit.

***Medical test can be done at any of the SRL centres (List attached).The amount of (INR 1000) incurred for the test shall be reimbursed along with your first salary post submission of the original bill.**

*Non SRL centre can be utilized only if SRL centre is not present at the location. The maximum amount incurred for the test should not exceed (INR 1000). The maximum amount of (INR 1000) incurred for the test shall be reimbursed along with your first salary post submission of the original bill.

You are requested to join us on 01st March 2023 at Delhi.

Office address is –

Wockhardt Ltd,
304,3rd Floor, Copia Tower,
Jasola District Centre,
Behind Apollo Hospital, New Delhi – 25

Timings- 9.00 a.m.

Failing which this offer of Employment stands withdrawn.

- Scan Copy of Resignation letter and address proof needs to send across to the undersigned minimum 2 days prior to the date of joining, along with Aadhar No. or UIDAI (Unique Identification Authority of India) is mandatory.

Kindly confirm your acceptance on the duplicate copy of this letter.

Name: **Mr. Kundan Kumar**

Designation: **KAM**

Components	Per month	Per annum
Basic	12500	150000
HRA	6250	75000
Attire and Kit Allowance	1200	14400
Qualification Allowance	1500	18000
Position Allowance	18417	221000
Total - (A)	39867	478400
PF (12% of Basic) - (B)	1800	21600
Total = A+B (CTC)	41667	500000
Gratuity (4.81% of Basic Pay) - (C)	601	7215
Total = A+B+C	42268	507215
Gratuity will be payable as per the payment of Gratuity act – 1972.		

An early response to the same is highly appreciated. Looking forward to have an amicable association with you.

Request you to acknowledge the mail with your acceptance for us to proceed with other formalities. More information on HR policies will be shared with you during HR induction upon your joining.



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

Welcome to Wockhardt Family!

Regards,

Durgesh Sharma
Senior Manager - HR

<https://in.linkedin.com/company/wockhardt>

 WOCKHARDT	LIFE WINS	GREAT PLACE TO WORK	Best Companies to Work for 2015		Winner of 3 A ★ Ranked # 1 i ★ Ranked # 31	Wockhardt Limited, Wockhardt Towers, Bandra Kurla Complex, Bandra (East) Mumbai - 400051	
Wockhardt Group:	Pharmaceuticals		Biotechnology		Hospitals		Communities

Please don't print this e-mail unless you really need to.

----- Disclaimer -----

Information transmitted by this E-MAIL is proprietary to Wockhardt Ltd. and/ or its Group Companies and/or, its Customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please delete this mail from your records.


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Near Sanganer Airport, Jaipur-302029

OFFER LETTER

Jan 07, 2023

To
Mr. Laxmikanta Lenka,
Odisha.

Dear Mr. Laxmikanta,

Sub: Offer for the position of Executive Trainee – Corporate Projects Department,
KIMS Hospital, Secunderabad.

With reference to your application and the subsequent interview, we are pleased to offer you a position at KIMS Hospital, Secunderabad as Executive Trainee – Corporate Projects Department. Your remuneration would be Rs. 7,00,000/- (Rupees Seven Lakhs Only) per annum. You will be reporting to HOD – Corporate Projects Department, KIMS Group of Hospitals.

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

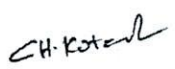
You are informed to report for duty on or before **Jun 15, 2023**, failing which it shall be presumed that you are not interested in the offer made to you and consequently, the Letter of Offer shall stand irrevocably withdrawn/ canceled without any further reference to you.

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

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

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

For Krishna Institute of Medical Sciences Limited


Koteswara Rao CH
Sr. Manager – HR




Registrar
The IHMR University
1, Prabhu Dayal Marg
Near Secunderabad Airport, Telangana-500029
Krishna Institute of Medical Sciences Limited
Minister Road, Secunderabad - 500 003, Telangana, India
Phone: +91 40 4488 5000/4488 5184 | Fax: +91-40-27840980 | kimshospitals.com
CIN: L55101TG1973PLC040558

KRISHNA INSTITUTE OF MEDICAL SCIENCES		
CTC Annexure		
Name:	Mr. Laxmikanta Lenka	
Designation:	Executive Trainee	
Grade:	TR01	
Department :	Corporate Projects	
Unit:	Secunderabad	
Components	Monthly	Per Annum
Basic + DA	31,094	3,73,128
HRA	12,438	1,49,256
Conveyance & Medical Allowance	5,653	67,836
Child Education Allowance	200	2,400
Leave Travel Allowance	2,591	31,092
City Compensation Allowance	4,558	54,696
Total Gross	56,534	6,78,408
Providend Fund Employer's Contribution (12% of 15000 Basic)	1,800	21,600
Performance Linked Incentive	0	0
Total CTC	58,334	7,00,008
PF (Employees share of 12%)	1,800	21,600
Professional Tax	200	2,400
Net Pay	54,534	6,54,408

Note:

1. PF Contribution will be Optional slabbed at 15,000
2. If employees basic is 21000 below will be eligible for statutory bonus @ 8.33% on minimum wages
3. Gratuity applicable as per the Act

A. Mamatha
Prepared
Mamatha A

CH Koteswara Rao
Approved
CH Koteswara Rao



Accepted
Laxmikanta

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

214

Anita Thapa

From: Vinod Tejawani
Sent: 28 March 2025 15:10
To: Anita Thapa
Subject: FW: Offer Letter

With Regards,



Vinod Tejawani
Dean- Placements & Alumni Relations



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



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

From: Manish Sardana <sardanamanish116@gmail.com>
Sent: 28 March 2025 03:08 PM
To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>
Subject: Fwd: 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.

Good Afternoon Vinod Tejawani sir,

Please find the Trail mail of my offer letter.

Thanks
Manish

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

From: regionalhr kolkatta <regionalhr.kolkatta@wackhardt.com>
Date: Wed, Mar 8, 2023, 11:46
Subject: Offer Letter
To: Manish Sardana <sardanamanish116@gmail.com>
Cc: Durgesh Sharma <DSharma@wackhardt.com>, Kandy S Kandasamy <KKandasamy@wackhardt.com>, ramesh gaddam <ramesh.gaddam@wackhardtfield.com>

To,

MR. MANISH SARDANA

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

MUMBAI

Dear Mr. Sardana,

This has reference to your application for employment in our Company and the subsequent interview you had with us. We are pleased to offer you an employment with us as **Territory Manager based at Mumbai in grade FM 1 in our Wockhardt Metabolics Division.**

Please note that this is merely an Offer Letter. The Company's standard Appointment Letter containing exhaustive terms and conditions of employment will be issued to you on your joining the Company which shall be binding on you.

Your gross annual remuneration (C.T.C) will be Rs 5 lac as discussed.

Components	Per month	Per annum
Basic	12500	150000
HRA	6250	75000
Attire and Kit Allowance	1200	14400
Qualification Allowance	1500	18000
Position Allowance	18417	221000
Total - (A)	39867	478400
PF (12% of Basic) - (B)	1800	21600
Total = A+B (CTC)	41667	500000
Gratuity (4.81% of Basic Pay) - (C)	601	7215
Total = A+B+C	42268	507215
Gratuity will be payable as per the payment of Gratuity act - 1972.		

Medical test can be done at any of the SRL centres. The amount of (INR 1000) incurred for the test shall be reimbursed along with your first salary post submission of the original bill.



2

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

This offer is subject to submission of documents.

You are requested to join us latest by 09.03.2023 , failing which this offer of Employment stands withdrawn.

Kindly confirm your acceptance on the duplicate copy of this letter.

Yours faithfully

for WOCKHARDT Ltd.

Durgesh Sharma

Authorised Signatory.

WE HAVE MAILED ONE ON LINE JOINING FORM IN YOUR MAIL BOX. PLEASE DO NOT CHANGE THE FORM NUMBER, FILL IT, & SUBMIT. IN CASE YOU HAVE ANY DIFFICULTIES, PLEASE CONTACT TO MR. GAURAB GHOSH @ 8820216156 or regionalhr.kolkatta@wockhardt.com

MEDICAL TEST

1. ECG, X-RAY of CHEST PA View.
2. Routine Blood Count.
3. Sugar fasting.
4. Blood Wesserman test – VDRL.


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5. Blood grouping + Rh typing.

6. ROUTINE URINE & STOOL EXAMINATION.

7. FITNESS CERTIFICATE REQUIRE AFTER THROUGH MEDICAL CHECKUP BY A SENIOR PHYSICIAN.

8. *Medical test can be done at any of the SRL centers. The amount of (INR 1000) incurred for the test shall be reimbursed along with your first salary post submission of the original bill.

9. *Non SRL centre can be utilized only if SRL centre is not present at the location. The maximum amount Incurred for the test should not exceed (INR 1000). The maximum amount of (INR 1000) incurred for the test shall be reimbursed along with your first salary post submission of the original bill.

(Rs - 1000/-)

Thanks & Regards

Gourab Ghosh

HR Assistant East & West

8820216156


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

315

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 /2023/MH
June 07, 2023

To,
Mayansh

Letter of Intent

Dear Mayansh,

Further to our discussion, it gives us great pleasure to extend you an offer to join **Stryker India Private Limited** as **Sales associate** in **Commercial-Ortho JR** department at **Gurgaon**. 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 **July 3rd, 2023**, failing which the offer shall stand invalid.

You will be on probation period till **31st March 2024**. Your employment will be confirmed in **April 2024** basis your performance evaluation.

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.

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**

Suri Harsh

Digitally signed by Suri Harsh
Date: 2023.06.08 16:32:39
+05'30'

Harsh Suri
Senior Manager - Talent Acquisition

Name : _____
Signature : _____
Date : _____



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

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

stryker

Annexure-A			
	Name: Mayansh		
	Position: Sales associate		
	Department: Commercial – Ortho - JR		
A) Salary Components		Per Month	Per Annum
1	Basic	INR 18,800	INR 225,600
2	Flexi Allowance*	INR 28,200	INR 338,400
	Fixed Salary (A)	INR 47,000	INR 564,000
B) Retirals			
1	PF	INR 2,256	INR 27,072
2	Gratuity		INR 10,851
	Total Retirals		INR 37,923
	Gross Salary (A+B)		INR 601,923
C) Variable Pay			
	Annual Bonus %		11%
	Annual Bonus		INR 62,040
	Total Variable Pay		INR 62,040
	CTC (A+B+C)		INR 663,963
**Note: Bonus payout is subject to Stryker's annual performance.			
Other Benefits:			Per Annum
1	Mediclaime - Floating Coverage for self + 3 (Spouse + 2 children up to a maximum age of 25 years)		INR 500,000
2	Mediclaime - Floating Coverage for parents or in-law (1+1), either set of parents up to the age of 90 years		INR 300,000
3	Personal Accident Policy - Coverage		3 Times of CTC
4	Term Life Insurance Policy – Coverage		3 Times of CTC min of INR 50 Lakhs
5	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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The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

Suri Harsh

Digitally signed by Suri Harsh
Date: 2023.06.08 16:33:00
+05'30'

MSN Laboratories Private Limited

MSN House, Plot No.: C-24,
Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pincode: 500 018, India.
CIN: U24239TG2003PTC041583
Phone: +91-40-30438600 Fax: +91-40-30438798

March 02, 2023

Mr.Niraj Kumar
S/o Prabhakar Yadav
201/ vishu nivasam, Sitarampuram colony
Patencheru, Medak Dist
Hyderabad 502319
Mobile No: 8686975031

Dear Mr.Niraj Kumar,

Sub: Offer and Appointment Letter

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

1. Designation:

You will be designated as "Management-Trainee", Grade "GT3", in Sales & Marketing - Domestic Department based at MSN Laboratories Private Limited - Corporate Office Location.

2. Remuneration:

Detailed compensation structure as Total Cost to Company **Rs.450000/-** 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.

- a. Passport Size Color Photographs (Self) - 7 nos. and Dependent-family members photograph - 1 nos. each
- b. All Educational Certificates and any other Certificates related to specific Training and Skills
- c. Previous employment Service Certificate / Relieving Letter, if any
- d. Last Six Months Bank Statement
- e. Aadhaar Cards of self and dependent family members
- f. PAN Card
- g. Passport / Driving License
- h. A cancelled cheque leaf of active bank account
- i. Medical Certificate with Reports



Page 1 of 2

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

Name: Niraj Kumar

4. Medical Fitness:

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

5. Terms & Conditions:

- a. Your employment is governed by the detailed Terms & Conditions furnished in Annexure – II.
- b. As discussed, you need to join us on or before **June 05, 2023**, failing which this offer and Appointment Letter stands withdrawn.

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

Please feel free to contact Mr. Sukanya Ghule, Contact No. 040-30438907, Email ID: sukanyag@msnlabs.com for further clarifications, if any.

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

Thanking you,

Yours sincerely,

For MSN Laboratories Private Limited



K R Srinivas
General Manager -HR

Page 2 of 2



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

March 02, 2023

Annexure-I

Mr.Niraj Kumar

Designation: Management-Trainee

Grade : GT3

Department: Sales & Marketing - Domestic

TOTAL COST TO COMPANY

All figures in INR

Salary Components	Per Month	Per Annum	Payment Frequency
A. Monthly Salary			
Basic Pay	15000	180000	Monthly
House Rent Allowance	6000	72000	Monthly
Education Allowance	200	2400	Monthly
Minimum Guaranteed Bonus	13800	165600	Monthly
Statutory Bonus (Advance Payout)	0	0	Monthly
A - Monthly Gross Total	35000	420000	
B. Statutory Benefits			
PF (Employer Contribution)	1800	21600	Monthly
ESI (Employer Contribution)	0	0	Monthly
Bonus / Ex-gratia	700	8400	Annual
B - Statutory Benefits Total	2500	30000	
C. Fixed Total Cost to Company (A+B)	37500	450000	
D. Gratuity (As per the Gratuity Act, 1972)	722	8658	
Total Cost to Company (C+D)	38222	458658	

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)

For MSN Laboratories Private Limited


K R Srinivas
General Manager -HR


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

Name: Niraj Kumar

Annexure- II

TERMS & CONDITIONS OF THE EMPLOYMENT

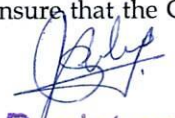
1. The effective date of joining shall not be later than **June 05, 2023**, failing which this offer and Appointment Letter stands withdrawn.
2. Your initial place of posting shall be at **MSN Laboratories Private Limited - Corporate Office** Location. However, your services are transferable to any Location 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 be deemed to constitute a change in your service conditions.
3. Your appointment with the Company would be subject to successful pre and/or post-employment background checks, in respect of 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.
4. Your Date of Birth is recorded as **April 11, 1996**, by the Company on the basis of documentary evidence produced by you at the time of your appointment. You are advised to take 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.
5. You will be on training for a period of one year, and the same may be extended at the discretion of the management by such further period not exceeding six months. During the period of training (including any extended period), your services are subject to termination without any notice or assigning any reason. After successful completion of your training period based on your performance & suitability, your employment will be confirmed. At the time of confirmation of your Employment, a separate confirmation letter will be issued with new Terms & Conditions as applicable.
6. You are required to keep us informed of any changes in your personal details, residential address, marital status, educational qualifications, dependent's details etc.
7. 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.



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Near Sanganer Airport, Jaipur-302029

Name: Niraj Kumar

8. 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.
9. 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.
10. 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.
11. 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.
12. As per the Company's policy, the age of superannuation is 58 years subject to your being physically 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.
13. 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.
14. 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.



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

Name: Niraj Kumar

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



Acknowledgement for the Acceptance of the Offer and Appointment Letter

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

I shall report for duty on _____

Signature:

Date



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



Dedicated To Life

ZLL/HRSS/23/ZYDUS40594
18/07/23

Ms. Niraliben Satishbhai Patel
204, Sheet Van Palace,
Near Sushrusha Hospital,
Navsari,
Gujarat - 396445

We refer to your application and the subsequent interview.

We are pleased to offer you the position of **Executive In Medical Team** based at **Ahmedabad H.O.** on the mutually agreed terms and conditions. Our offer is subject to you being found medically fit after examination by a medical practitioner appointed by us. We shall be issuing the regular letter of appointment on your joining the organization.

You are requested to send us duplicate copy duly signed by you as acceptance of this offer letter along with Accepted/Received copy of your resignation from your existing Organization & date of your joining our Organization within 7 days of receipt of this Offer of Employment.

At the time of joining, we expect you to carry the following documents:

- Resignation acceptance letter of previous organization.
- Relieving letter from previous organization.
- Last Drawn Salary Proof - Salary Certificate / Salary Slip.
- Bank Statement of last six months in which salary gets credited.
- Experience/Relieving Letter from all previous employers.
- All original mark sheets, certificates and ID proofs
- Copies of attested Testimonials (Leaving Certificate, Mark-sheets and degree certificates) of all academic qualifications and birthdate proof.
- Five passport size and Three stamp size photographs.
- Two Copies of PAN card and Aadhar Card.
- Copy of permanent address proof.

It is believed that any information furnished to the company is true to the best of your knowledge. If the same is found to be incorrect or willfully suppressed or withheld at a later date, it will be construed as a breach of integrity and can lead to immediate withdrawal of the letter of offer and in case of having already joined the organisation it may lead to separation /discontinuation from the services, without any further reference to the cause.

You shall abide by all protocols for COVID 19 and any other infectious disease outbreak safeguards and safety measures that may be required, during your employment with us.

Welcome to Zydus! We look forward to a long and mutually rewarding relationship.

With best wishes,

Yours faithfully,
For Zydus Lifesciences Ltd.

RUPAK RATHORE
GENERAL MANAGER - HR

I accept and shall join on or before _____

SIGNATURE: Patel Nirali

JOINING DATE: _____



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

Zydus Lifesciences Limited (formerly known as Cadila Healthcare Limited)

Regd. Office : 'Zydus Corporate Park', Scheme No. 63, Survey No. 536, Khoraj (Gandhinagar), Nr. Vaishnodevi Circle,
S. G. Highway, Ahmedabad-382 481, Gujarat, India. | Phone : +91-79-71800000, +91-79-48040000
website : www.zyduslife.com | CIN : L24230GJ1995PLC025878

Placements

From: N Satheeshkanna
Sent: 19 June 2023 16:41
To: Anita Thapa
Subject: FW: Medico Marketing Liaison

Follow Up Flag: Follow up
Flag Status: Flagged

From: CHINTAN M SHELAT <CHINTAN.M.SHELAT@ZydusLife.com>
Sent: Monday, June 19, 2023 4:31 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: Rupak Rathore <Rupak.Rathore@zyduslife.com>
Subject: Medico Marketing Liaison

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.

Mr Satheesh,

We would like to confirm the selection below mentioned candidates in our Medico Marketing Liaison Team based out of Ahmedabad office.

- 1) Nirali Patel
- 2) Sparsh Jain

CTC- Rs. 5.00/LPA

Please confirm his acceptance along with Date of Joining with effective Jul 2023.

We will issue detailed offer letter in few days upon his formal acceptance of this email.

Regards
Chintan Shelat
3P – BU Biologics
Ext: 383 | Mobile : 9712905882



Disclaimer: The information contained in this electronic message or in any trailing messages herein or in any attachments to this message is confidential, legally privileged and non-public information, intended to be conveyed only to the designated recipient(s). If you are not the intended recipient of this electronic message, please notify the sender immediately, delete this electronic message and its attachments, without reading or saving them in any manner and preserve its confidentiality. You are hereby notified that any unauthorized distribution, disclosure, copying, review, retransmission, dissemination or other use of this electronic message or the information contained in it, is strictly prohibited and may be unlawful. Before opening any attachment(s) to this electronic message, please check them for viruses and defects. Neither sender nor his/her organization accepts any liability for damage caused by any virus transmitted by this electronic message. If the disclaimer can't be applied, take no action.



02-Mar-2023

Niyati Talwar,
Indian Institute of Health Management Research, Jaipur

Dear **Niyati Talwar,**

Thank you for exploring career opportunities with Cognizant Technology Solutions India Private Limited ("Cognizant"). You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Junior Business Analyst**. You are entitled to an Annual Total Compensation (ATC) of **Rs. 500,000**. This includes an annual target incentive of **Rs. 20,000**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation detailed in **Compensation and Benefits**. We are glad to also offer you one time Joining Bonus. Please refer **Joining Bonus** for further details.

Your appointment will be governed by the terms and conditions of employment presented in Employment Agreement. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Project Manager.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of **60%** aggregate in your Graduation (all subjects taken into consideration) & in Post-Graduation no standing arrears at the time of joining.
2. This offer from Cognizant is **valid for 3 months** from the date of offer and hence you are expected to accept or decline the offer through the company's online portal within this time-period. Any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.
3. Prior to commencing the employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. If you have any further questions or clarifications, please reach out to the recruiter or your campus coordinators.

Yours sincerely,
For **Cognizant Technology Solutions India Private Ltd.**

Maya Sreekumar
Vice President - Human Resource

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

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

Compensation and Benefits

Name: Niyati Talwar

Designation: Junior Business Analyst

Sl. No.	Description	Monthly	Yearly
1	Basic	14000	168,000
2	HRA*	8400	100,800
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	11750	141,000
	Annual Gross Compensation		480,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		500,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		519,500

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate, you are also entitled to the following additional benefits:

1. Floating Medical Insurance Coverage
2. Round the Clock Group personal accident Insurance coverage
3. Group Term Life Insurance Coverage
4. Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
5. Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act, 1972

Leave & Vacation:

1. From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager.

1. Earned Leave - 18 Days
2. Casual Leave - 6 Days
3. Sick Leave - 12 Days

2. From the Date of Joining, Women associates will be entitled to Maternity leave based on the eligibility as laid down in The Maternity Benefit (Amendment) Act, 2017

3. In addition to the above, as per Cognizant policy you are also eligible to avail Child Adoption leave and Paternity leave by adhering to the conditions as laid down in the India Leave Policy.

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

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1, Prabhu Dayal Marg
Jaipur-302029

Employee State Insurance

ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month

ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

*** Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings.

**** Incentive Indication :** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note:

1. Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.
2. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.
3. Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details.


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

Joining Bonus

It was a great pleasure interacting with you over the last few weeks.

With reference to our discussion and subsequent offer, we wish to inform you of an additional joining bonus of **Rs. 50,000** and this will be paid in 1 Instalment (after completion of 3 months of your joining in Cognizant).

Kindly note the points below:

- The joining bonus will be subject to statutory and income tax deductions as applicable.
- The joining bonus will be recovered in case you leave us within one year of joining.

I have read, understood and accept the above-mentioned terms and conditions.

Signature:

Date:


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

Employment Agreement - Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between: Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Niyati Talwar, 24, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.

b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.

c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.

Registrar
The IHMR University

1, Prabhu Dayal Marg

- b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e) you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
- c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
- d) Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;
- c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and
- d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall

adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period.

You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

1. Misconduct, as provided in Misconduct and Disciplinary Action Policy
2. Non-adherence to Associate Deployment Pool Policy
3. Violation of Social Media Policy or Conflict of Interest Policy
4. Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
5. Insubordination or failure to comply with the directions given to you by persons so authorized
6. Insolvency or conviction for any offence involving moral turpitude
7. Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
8. Violation of non-disparagement obligations
9. Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to

be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

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

Cognizant Technology Solutions India Private Limited

Niyati Talwar



Maya Sreekumar
Vice President – Human Resources

I have read, understood and accept the above-mentioned terms and conditions.

Signature

Date:



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

Date: 18 April 2023

LETTER OF OFFER

Dear **Param Vinod Kaila**,

Consequent so your interview with us, we are pleased to inform you that you have been Selected as "**Business Development Executive**" and will be joining us on or before 2nd May 2023. Your cooperation is imperative to assure on sustained success and growth.

Your gross annual remuneration (CTC) will be **Rs. 4,00,000/- (Rupees Finer Lakhs Only)** the detail salary breakup would be shared to you at the time of joining. You are initially appoint to work in Ahmedabad office

Your employment with our organisation would be governed by various policies, rules and guidelines of the organization

You will be on a probation period of Six Montha, during your probation period if your services we found satisfactory your employment can be terminated on immediate basis without any prior intimation If you resign during your probation period, you would be required to serve a notice period of 15 days. in case you decide to leave or actually leave without serving 15 days' police, you will be enquired to deposit one month's salary to the office/Company along with the and spent on your training, final or

Your employment would be doomed to confirm only after the written confirmation from the management

The offer letter is intent of making an employment proposition and would be deemed concluded only on acceptance of appointment letter that would be given at the time of joining as well as all the documents as mentioned in Annexure B.

Again, welcome! We hope that your career here will be gratifying one

Best Regards

For **STIVAPH HEALTHCARE PRIVATE LIMITED**


Rajesh Vegda
Manager - HR & Admin


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



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CORONA Remedies Private Limited

Regd. Office: CORONA House
C- Mondeal Business Park, Near Gurudwara, S.G. Highway,
Thaltej, Ahmedabad 380 059. Gujarat, India.
Tele.: +079 - 40233000 Fax.: +079 - 40233999
Online at : Info@coronaremedies.com
website : www.coronaremedies.com
CIN : U24231GJ2004PTC044656

Offer Letter

30/12/2022

Ref. No: - OL/CRPL/22-23

To,
MR. PIYUSH SHUKLA
IIHMR UNIVERSITY – JAIPUR

Dear Mr. Piyush,

As per personal discussion with you we have pleasure in offering you the post of **MANAGEMENT TRAINEE AT AHMEDABAD. H.O** on the following terms and condition.

You may be posted to any Unit/Branch of our company whether directly owned by the management or the management has any interest, whether at present existing or which may be set up in future at any time and any place in India. On such posting you will be governed by the terms and condition of service applicable to your category of staff employed in that Unit/Branch.

Other terms and condition for employment as per the rules of the organization will be explained to you in your appointment letter at the time of appointment.

NARAYAN SWAMI
VICE PRESIDENT-HR & ADMIN

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

Anita Thapa

From: Nutan Mishra <nutanm@coronaremedies.com>
Sent: 30 December 2022 16:43
To: N Satheeshkanna
Cc: Brijesh Shah
Subject: Offer letter - PIYUSH SHUKLA IIHMR University
Attachments: PIYUSH SHUKLA offer letter.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

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

Dear Satheesh,

It is our immense pleasure connecting with you .

We are very happy to share the offer letters of **Mr. Piyush Shukla** as our selected candidates .we request you to please ensure that they **join us by 23rd Jan 2023**

CTC offered is 5.50 LPA (fixed) No incentive will be given for the 2023- 2024 year .

. We hereby wish a long term and healthy association between the two groups .



Best Regards
Nutan Mishra Patel
Corporate Manager HR
Mobile: +91 9727443532 Tel: 079- 4023300


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



02-Mar-2023

Praful Sen,
Indian Institute of Health Management Research, Jaipur

Dear **Praful Sen,**

Thank you for exploring career opportunities with Cognizant Technology Solutions India Private Limited ("Cognizant"). You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Junior Business Analyst**. You are entitled to an Annual Total Compensation (ATC) of **Rs. 500,000**. This includes an annual target incentive of **Rs. 20,000**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation detailed in **Compensation and Benefits**. We are glad to also offer you one time Joining Bonus. Please refer **Joining Bonus** for further details.

Your appointment will be governed by the terms and conditions of employment presented in Employment Agreement. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Project Manager.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of **60%** aggregate in your Graduation (all subjects taken into consideration) & in Post-Graduation no standing arrears at the time of joining.
2. This offer from Cognizant is **valid for 3 months** from the date of offer and hence you are expected to accept or decline the offer through the company's online portal within this time-period. Any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.
3. Prior to commencing the employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. If you have any further questions or clarifications, please reach out to the recruiter or your campus coordinators.

Yours sincerely,
For **Cognizant Technology Solutions India Private Ltd.**



Maya Sreekumar
Vice President - Human Resource

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:


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

Compensation and Benefits

Name: Praful Sen

Designation: Junior Business Analyst

Sl. No.	Description	Monthly	Yearly
1	Basic	14000	168,000
2	HRA*	8400	100,800
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	11750	141,000
	Annual Gross Compensation		480,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		500,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		519,500

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate, you are also entitled to the following additional benefits:

1. Floating Medical Insurance Coverage
2. Round the Clock Group personal accident Insurance coverage
3. Group Term Life Insurance Coverage
4. Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
5. Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act, 1972

Leave & Vacation:

1. From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager.

1. Earned Leave - 18 Days
2. Casual Leave - 6 Days
3. Sick Leave - 12 Days

2. From the Date of Joining, Women associates will be entitled to Maternity leave based on the eligibility as laid down in The Maternity Benefit (Amendment) Act, 2017.

3. In addition to the above, as per Cognizant policy you are also eligible to avail Child Adoption leave and Paternity leave by adhering to the conditions as laid down in the India Leave Policy.

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

Employee State Insurance

ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month

ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

*** Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings.

**** Incentive Indication :** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note:

1. Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.
2. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.
3. Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details.



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Joining Bonus

It was a great pleasure interacting with you over the last few weeks.

With reference to our discussion and subsequent offer, we wish to inform you of an additional joining bonus of **Rs. 50,000** and this will be paid in 1 Instalment (after completion of 3 months of your joining in Cognizant).

Kindly note the points below:

- The joining bonus will be subject to statutory and income tax deductions as applicable.
- The joining bonus will be recovered in case you leave us within one year of joining.

I have read, understood and accept the above-mentioned terms and conditions.

Signature:

Date:


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

Employment Agreement - Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between: Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Praful Sen, 24, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.

b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.

c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.

Registrar
The IIMR University

- b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e) you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
- c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
- d) Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;
- c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and
- d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall

adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period.

You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

1. Misconduct, as provided in Misconduct and Disciplinary Action Policy
2. Non-adherence to Associate Deployment Pool Policy
3. Violation of Social Media Policy or Conflict of Interest Policy
4. Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
5. Insubordination or failure to comply with the directions given to you by persons so authorized
6. Insolvency or conviction for any offence involving moral turpitude
7. Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
8. Violation of non-disparagement obligations
9. Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to

[Handwritten signature]
Registrar
The IHMR University
Jyoti Dayal Marg
Jaipur-302029

be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

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

Cognizant Technology Solutions India Private Limited

Praful Sen



Maya Sreekumar
Vice President – Human Resources

I have read, understood and accept the above-mentioned terms and conditions.

Signature

Date:



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



02-Mar-2023

Pranjal Rakesh Singh,
Indian Institute of Health Management Research, Jaipur

Dear **Pranjal Rakesh Singh,**

Thank you for exploring career opportunities with Cognizant Technology Solutions India Private Limited ("Cognizant"). You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Junior Business Analyst**. You are entitled to an Annual Total Compensation (ATC) of **Rs. 500,000**. This includes an annual target incentive of **Rs. 20,000**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation detailed in **Compensation and Benefits**. We are glad to also offer you one time Joining Bonus. Please refer **Joining Bonus** for further details.

Your appointment will be governed by the terms and conditions of employment presented in Employment Agreement. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Project Manager.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of **60%** aggregate in your Graduation (all subjects taken into consideration) & in Post-Graduation no standing arrears at the time of joining.
2. This offer from Cognizant is **valid for 3 months** from the date of offer and hence you are expected to accept or decline the offer through the company's online portal within this time-period. Any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.
3. Prior to commencing the employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. If you have any further questions or clarifications, please reach out to the recruiter or your campus coordinators.

Yours sincerely,
For **Cognizant Technology Solutions India Private Ltd.**

Maya Sreekumar
Vice President - Human Resource

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Signature :

Date:

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

Compensation and Benefits

Name: Pranjal Rakesh Singh

Designation: Junior Business Analyst

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3. Optimize your earnings.

**** Incentive Indication :** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note:

1. Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.
2. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.
3. Login to <https://onecognizant.cognizant.com> -> Total Rewards App for more details.



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Near Sanganer Airport, Jaipur-302029

Joining Bonus

It was a great pleasure interacting with you over the last few weeks.

With reference to our discussion and subsequent offer, we wish to inform you of an additional joining bonus of **Rs. 50,000** and this will be paid in 1 Instalment (after completion of 3 months of your joining in Cognizant).

Kindly note the points below:

- The joining bonus will be subject to statutory and income tax deductions as applicable.
- The joining bonus will be recovered in case you leave us within one year of joining.

I have read, understood and accept the above-mentioned terms and conditions.

Signature:

Date:


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

Employment Agreement - Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between: Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Pranjal Rakesh Singh, 24, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.

b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.

c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.


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- b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e) you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
- c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
- d) Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;
- c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and
- d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall

adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period.

You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

1. Misconduct, as provided in Misconduct and Disciplinary Action Policy
2. Non-adherence to Associate Deployment Pool Policy
3. Violation of Social Media Policy or Conflict of Interest Policy
4. Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
5. Insubordination or failure to comply with the directions given to you by persons so authorized
6. Insolvency or conviction for any offence involving moral turpitude
7. Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
8. Violation of non-disparagement obligations
9. Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

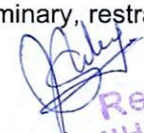
Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to


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Chennai - 600 097
2029

be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

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

Cognizant Technology Solutions India Private Limited

Pranjal Rakesh Singh



Maya Sreekumar
Vice President – Human Resources

I have read, understood and accept the above-mentioned terms and conditions.

Signature

Date:



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



MSN Laboratories Private Limited

MSN House, Plot No.: C-24,
Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pincode: 500 018, India.

CIN: U24239TG2003PTC041583

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

March 02, 2023

Mr.Prem Dilip Agrawal
S/o Dilip Agrawal
K.K.Dhote waard
near goyal medical store,Kudwa
Gondiya
Maharastra
441614
Mobile No: 9767537369

Dear Mr.Prem Dilip Agrawal,

Sub: Offer and Appointment Letter

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

1. Designation:

You will be designated as "Management-Trainee", Grade "GT3", in Sales & Marketing - Domestic Department based at MSN Laboratories Private Limited - Corporate Office Location.

2. Remuneration:

Detailed compensation structure as Total Cost to Company Rs.450000/- is mentioned in the Annexure-I.

3. Documents to be Submitted:

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

- Passport Size Color Photographs (Self) - 7 nos. and Dependent-family members photograph - 1 nos. each
- All Educational Certificates and any other Certificates related to specific Training and Skills
- Previous employment Service Certificate / Relieving Letter, if any
- Last Six Months Bank Statement
- Aadhaar Cards of self and dependent family members
- PAN Card
- Passport / Driving License
- A cancelled cheque leaf of active bank account
- Medical Certificate with Reports

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Near Sanganer Airport, Jaipur-302029

Page 1 of 2

Name: Prem Dilip Agrawal

4. Medical Fitness:

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

5. Terms & Conditions:

- a. Your employment is governed by the detailed Terms & Conditions furnished in Annexure – II.
- b. As discussed, you need to join us on or before **June 05, 2023**, failing which this offer and Appointment Letter stands withdrawn.

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

Please feel free to contact Mr. Sukanya Ghule, Contact No. 040-30438907 , Email ID: sukanyag@msnlabs.com for further clarifications, if any.

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

Thanking you,

Yours sincerely,

For MSN Laboratories Private Limited



K R Srinivas
General Manager -HR



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Near Sanganer Airport, Jaipur-302029

March 02, 2023

Annexure-I

Mr.Prem Dilip Agrawal

Designation: Management-Trainee

Grade : GT3

Department: Sales & Marketing - Domestic

TOTAL COST TO COMPANY

All figures in INR

Salary Components	Per Month	Per Annum	Payment Frequency
A. Monthly Salary			
Basic Pay	15000	180000	Monthly
House Rent Allowance	6000	72000	Monthly
Education Allowance	200	2400	Monthly
Minimum Guaranteed Bonus	13800	165600	Monthly
Statutory Bonus (Advance Payout)	0	0	Monthly
A - Monthly Gross Total	35000	420000	
B. Statutory Benefits			
PF (Employer Contribution)	1800	21600	Monthly
ESI (Employer Contribution)	0	0	Monthly
Bonus / Ex-gratia	700	8400	Annual
B - Statutory Benefits Total	2500	30000	
C. Fixed Total Cost to Company (A+B)	37500	450000	
D. Gratuity (As per the Gratuity Act, 1972)	722	8658	
Total Cost to Company (C+D)	38222	458658	

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)

For MSN Laboratories Private Limited


K R Srinivas
General Manager -HR

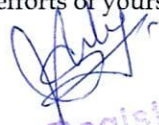

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Near Sanganer Airport, Jaipur-302029

Name: Prem Dilip Agrawal

Annexure- II

TERMS & CONDITIONS OF THE EMPLOYMENT

1. The effective date of joining shall not be later than **June 05, 2023**, failing which this offer and Appointment Letter stands withdrawn.
2. Your initial place of posting shall be at **MSN Laboratories Private Limited - Corporate Office** Location. 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.
3. Your appointment with the Company would be subject to successful pre and/or post-employment background checks, in respect of 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.
4. Your Date of Birth is recorded as **October 08, 1999**, by the Company on the basis of documentary evidence produced by you at the time of your appointment. You are advised to take 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.
5. You will be on training for a period of one year, and the same may be extended at the discretion of the management by such further period not exceeding six months. During the period of training (including any extended period), your services are subject to termination without any notice or assigning any reason. After successful completion of your training period based on your performance & suitability, your employment will be confirmed. At the time of confirmation of your Employment, a separate confirmation letter will be issued with new Terms & Conditions as applicable.
6. You are required to keep us informed of any changes in your personal details, residential address, marital status, educational qualifications, dependent's details etc.
7. 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.

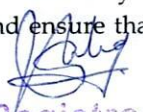


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Near Sanganeer Airport, Jaipur-302029

Name: Prem Dilip Agrawal

8. 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.
9. 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.
10. 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.
11. 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.
12. As per the Company's policy, the age of superannuation is 58 years subject to your being physically 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.
13. 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.
14. 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.




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Near Sanganer Airport, Jaipur-302029

Name: Prem Dilip Agrawal

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



Acknowledgement for the Acceptance of the Offer and Appointment Letter

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

I shall report for duty on _____

Signature:


Registrar
The IIHMR University
& Prabhu Jayal Marg
Near Sangeneer Airport, Secpur-502029

Date

MSN Laboratories Private Limited

MSN House, Plot No.: C-24,
Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pincode: 500 018, India.
CIN: U24239TG2003PTC041583
Phone: +91-40-30438600 Fax: +91-40-30438798

March 02, 2023

Mr.Prince Kumar
S/o Chandra Shekhar Chaudhary
Ward-01, Panchpaika
Samastipur
Panchpaika
Bihar
848114
Mobile No: 7982583150

Dear Mr.Prince Kumar,

Sub: Offer and Appointment Letter

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

1. Designation:

You will be designated as "Management-Trainee", Grade "GT3", in Sales & Marketing - Domestic Department based at MSN Laboratories Private Limited - Corporate Office Location.

2. Remuneration:

Detailed compensation structure as Total Cost to Company Rs.450000/- is mentioned in the Annexure-I.

3. Documents to be Submitted:

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

- Passport Size Color Photographs (Self) - 7 nos. and Dependent-family members photograph - 1 nos. each
- All Educational Certificates and any other Certificates related to specific Training and Skills
- Previous employment Service Certificate / Relieving Letter, if any
- Last Six Months Bank Statement
- Aadhaar Cards of self and dependent family members
- PAN Card
- Passport / Driving License
- A cancelled cheque leaf of active bank account
- Medical Certificate with Reports

[Signature]

[Signature]

Registrar
The IHMR University
1, Prabhu Datta Marg
Near Sangam Airport, Gurgaon-302022

Page 1 of 2

Name: Prince Kumar

4. Medical Fitness:

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

5. Terms & Conditions:

- a. Your employment is governed by the detailed Terms & Conditions furnished in Annexure - II.
- b. As discussed, you need to join us on or before **June 05, 2023**, failing which this offer and Appointment Letter stands withdrawn.

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

Please feel free to contact Mr. Sukanya Ghule, Contact No. 040-30438907 , Email ID: sukanyag@msnlabs.com for further clarifications, if any.

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

Thanking you,

Yours sincerely,

For MSN Laboratories Private Limited



K R Srinivas
General Manager -HR



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

March 02, 2023

Annexure-I

Mr.Prince Kumar

Designation: Management-Trainee

Grade : GT3

Department: Sales & Marketing - Domestic

TOTAL COST TO COMPANY

All figures in INR

Salary Components	Per Month	Per Annum	Payment Frequency
A. Monthly Salary			
Basic Pay	15000	180000	Monthly
House Rent Allowance	6000	72000	Monthly
Education Allowance	200	2400	Monthly
Minimum Guaranteed Bonus	13800	165600	Monthly
Statutory Bonus (Advance Payout)	0	0	Monthly
A - Monthly Gross Total	35000	420000	
B. Statutory Benefits			
PF (Employer Contribution)	1800	21600	Monthly
ESI (Employer Contribution)	0	0	Monthly
Bonus / Ex-gratia	700	8400	Annual
B - Statutory Benefits Total	2500	30000	
C. Fixed Total Cost to Company (A+B)	37500	450000	
D. Gratuity (As per the Gratuity Act, 1972)	722	8658	
Total Cost to Company (C+D)	38222	458658	

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)

For MSN Laboratories Private Limited


K R Srinivas
General Manager -HR


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

Name: Prince Kumar

Annexure- II

TERMS & CONDITIONS OF THE EMPLOYMENT

1. The effective date of joining shall not be later than **June 05, 2023**, failing which this offer and Appointment Letter stands withdrawn.
2. Your initial place of posting shall be at **MSN Laboratories Private Limited - Corporate Office** Location. 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.
3. Your appointment with the Company would be subject to successful pre and/or post-employment background checks, in respect of 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.
4. Your Date of Birth is recorded as **December 24, 1999**, by the Company on the basis of documentary evidence produced by you at the time of your appointment. You are advised to take 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.
5. You will be on training for a period of one year, and the same may be extended at the discretion of the management by such further period not exceeding six months. During the period of training (including any extended period), your services are subject to termination without any notice or assigning any reason. After successful completion of your training period based on your performance & suitability, your employment will be confirmed. At the time of confirmation of your Employment, a separate confirmation letter will be issued with new Terms & Conditions as applicable.
6. You are required to keep us informed of any changes in your personal details, residential address, marital status, educational qualifications, dependent's details etc.
7. 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.



Registrar
The IIMB University
& Prabhu Datt Singh
New Sargodha Road, Jalandhar-142002

Name: Prince Kumar

8. 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.
9. 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.
10. 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.
11. 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.
12. As per the Company's policy, the age of superannuation is 58 years subject to your being physically 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.
13. 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.
14. 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.




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

Name: Prince Kumar

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



Acknowledgement for the Acceptance of the Offer and Appointment Letter

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

I shall report for duty on _____

Signature:

Date



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

Ref. No. KHPL/HR/OFFER/2022-2023/1251
Date: 04/03/2023

To,
Mr. Prince Rana
Noida, Uttar Pradesh

Dear Mr. Prince Rana

It gives us great pleasure to offer you employment with us on the following terms & conditions:

- You shall be designated as **Product Executive**
- Your H Q will be in **Ahmedabad, Gujarat**
- **Your CTC will be INR 4.00 Lac + Performance linked key result area (KRA) Incentive.**
- Your date of joining is on or before **13/03/2023.**

On joining you will come to submit following to us:

1. 4 Pass port size photographs
2. Employee Declaration Form
3. Copy of date of birth certificate / proof
4. Certificates and testimonials in support of qualifications and experience
5. Resignation & Relieving letter with last 3-month salary slip
6. Pan Card & Adhar Card Copy
7. Cancelled cheque with name
8. PF Form – 2 **(It is compulsory to update online)**

The detailed Letter of Appointment shall be issued after receiving the **SOFT** copies of all above documents. All the Norms & conditions as specified in the Appointment Letter are applicable from the date of your joining.

In the unfortunate eventuality of death of any Keplerian due to any Reason during Field working, we have Employee Welfare Scheme and your contribution will be Rs.500/- for this scheme. You are requested to contribute whenever such incident happens in Kepler Family.

Please return the duplicate copy of this letter duly signed in token of your acceptance.

We look forward for a blissful association and to be a part of this exciting company.

Yours Sincerely,

For, KEPLER HEALTHCARE PVT.LTD.

Sanjiv Modi

Authorized Signatory

Accepted

Name : _____

Signature: _____

Date : _____

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

Kepler Healthcare Pvt. Ltd.

Admin Office : 8th-9th, 11th-12th, 19th-20th Floor, Solitaire Sky, Beside Hyatt Regency, Ashram Road, Usmanpura, Ahmedabad - 380014. (Guj) INDIA
Regd. Office : C-103/104, Block No.33/1, Kanchan Pharma House, N.H.NO.8, Asalali, Tal : Daskroi (Ahmedabad - Rural) Pin : 382427. (Guj) INDIA
Phone : 079 6814 5530 | Email : info@keplerhealthcare.com | Web : www.keplerhealthcare.com | CIN : U24230GJ2013PTC074449



Placements

From: Rakhi <rakhi.j21@iihmr.in>
Sent: 02 February 2023 15:20
To: DZXD (Debdatta Das)
Cc: N Satheeshkanna; YMDM (Mandar Mohan Mane); TSCB (Tanisha Chaubey)
Subject: Re: Job Description and details

Acknowledgement

From: DZXD (Debdatta Das) <DZXD@novonordisk.com>
Sent: Thursday, February 2, 2023 2:44 PM
To: Rakhi <rakhi.j21@iihmr.in>
Cc: N Satheeshkanna <satheeshkanna@iihmr.edu.in>; YMDM (Mandar Mohan Mane) <YMDM@novonordisk.com>; TSCB (Tanisha Chaubey) <tscb@novonordisk.com>
Subject: Job Description and details

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 Rakhi,

Please find the job description and other required details. Request you to go through the details and **acknowledge by accepting**.

The role would be Trainee Key Account Manager (Field Based – Sales).

Primarily responsible for achieving sales KPIs, predetermined product wise and rupee wise allocations in the territory assigned. To develop business and company's image in the territory and to implement company strategies in the field.

Please list the position's key accountabilities with regard to:

- Meet the doctors, detail company's products, and implement company's product promotion strategies.
- Conduct prescription audit regularly in the territory with the retailers to
 - Screen the doctors list.
 - Evaluate the outcome of previous visit to the doctor.
 - Understand the competitors' strategies and identify competitors' prescribers.
 - Book orders and ensure product availability.
- Conduct CME, NEP and other relevant activities as and when necessary after obtaining appropriate approvals from superiors.
- Adhere to the company's norms of call average, coverage, and personal order booking.
- Attain the IOSELAS KPIs as per the norms
- Increase the sales and market share by:
 - Educating the users about benefits of modern insulin and devices.
- Meet the stockist regularly and ensure that they have adequate stocks.
- Ensure that the stockist supply the products to the retailers and in turn purchase the products from the C&F agent.
- Meet the C&F agent responsible for the territory, to ensure that the product is supplied on time to the stockist and to place the indent to the company.
- Assist the Ares Sales Manager in selecting the doctors for high value inputs and gently persuade the doctor to ensure adequate input-output ratio.
- Follow the procedures like daily call reporting, monthly reporting, adhering to the tour programs, updating doctor contact cards.
- Provide feedback regarding competitor's activities and other relevant developments to the Head office.
- Ensure and maintain customer focus.

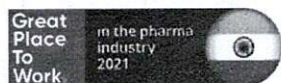


Registrar
The IIHMR University

1, Prabhu Dasal Marg
 Near Sangamner Airport, Jalgaon-392020

Regards,
Debdatta Das
Sr. People & Organisation Partner
+91 8792908792 (mobile)

**Driving
change |**



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

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Near Sanganer Airport, Jaipur-302029

ANNEXURE

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

Placements

From: Rishi Pratap Singh </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=69394278F1DD40CBBA9E32EDACC3AD3D-RISHI.J21>
Sent: 01 March 2023 16:44
To: Placements
Cc: Anshu Aman
Subject: Fwd: Offer Letter of Mr. Rishi Pratap Singh, Wockhardt Antibiotic Discovery, Ghaziabad

Good evening
 Respected Sir/Ma'am

I am hereby forwarding you the Offer Letter that i have received from Wockhardt.

Thank you
 Regards
 Rishi Pratap Singh

From: Rishi Pratap Singh <rishi.j21@iihmr.in>
Date: 27 February 2023 at 12:25:43 PM IST
To: Faizan Mahmaddish Kadiwala <faizan.j21@iihmr.in>
Subject: Fwd: Offer Letter of Mr. Rishi Pratap Singh, Wockhardt Antibiotic Discovery, Ghaziabad

Sent from my iPhone

Begin forwarded message:

From: regionalhr delhi <regionalhr.delhi@wockhardt.com>
Date: 27 February 2023 at 10:47:11 AM IST
To: Rishi Pratap Singh <rishi.j21@iihmr.in>
Cc: MOHIT KAPOOR <mohit.kapoor@wockhardtfield.com>, Shambhu Khetawat <SKhetawat@wockhardt.com>, Durgesh Sharma <DSharma@wockhardt.com>, regionalhr kolkatta <regionalhr.kolkatta@wockhardt.com>
Subject: Offer Letter of Mr. Rishi Pratap Singh, Wockhardt Antibiotic Discovery, Ghaziabad

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. Rishi Pratap Singh,

Wockhardt is a true Indian Multi-National Company with a multi-ethnic workforce of **8600 Associates from 21 different nationalities** globally. We have 3 research centers and 12 manufacturing plants, with businesses ranging from the manufacturing and marketing of Pharmaceutical and Bio-pharmaceutical formulations, Active Pharmaceutical Ingredients (APIs) and Vaccines.

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

The company has successfully created an integrated multi-technology capability to manufacture all types of dosage forms including sterile injectables and lyophilized products. Highly skilled technicians operate 12 manufacturing facilities that are US FDA, UK MHRA and EMEA compliant sites in India, the US and Europe. It is with immense joy and pride we share with you that Wockhardt Group has won 3 awards in "Great Place To Work" contest, for 2015.

This has reference to your application for employment in our Company and the subsequent interview you had with us. We are pleased to offer you an employment with us as **Key Account Manager based at Ghaziabad grade FM1 in our Wockhardt Antibiotic Discovery Division.**

Please note that this is merely an Offer Letter. The Company's standard Appointment Letter containing exhaustive terms and conditions of employment will be issued to you on your joining the Company which shall be binding on you.

You are requested to go through your pre-employment medical check up and this offer will only be valid upon you being found medically fit.

***Medical test can be done at any of the SRL centres (List attached). The amount of (INR 1000) incurred for the test shall be reimbursed along with your first salary post submission of the original bill.**

***Non SRL centre can be utilized only if SRL centre is not present at the location. The maximum amount Incurred for the test should not exceed (INR 1000). The maximum amount of (INR 1000) incurred for the test shall be reimbursed along with your first salary post submission of the original bill.**

You are requested to join us on 01st March 2023 at Delhi.

Office address is –

**Wockhardt Ltd,
304,3rd Floor, Copia Tower,
Jasola District Centre,
Behind Apollo Hospital, New Delhi – 25**

Timings- 9.00 a.m.

Failing which this offer of Employment stands withdrawn.

- **Scan Copy of Resignation letter and address proof needs to send across to the undersigned minimum 2 days prior to the date of joining, along with Aadhar No. or UIDAI (Unique Identification Authority of India) is mandatory.**

Kindly confirm your acceptance on the duplicate copy of this letter.

Name: **Mr. Rishi Pratap Singh**

Designation: **KAM**

2

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

Components	Per month	Per annum
Basic	12500	150000
HRA	6250	75000
Attire and Kit Allowance	1200	14400
Qualification Allowance	1500	18000
Position Allowance	18417	221000
Total - (A)	39867	478400
PF (12% of Basic) - (B)	1800	21600
Total = A+B (CTC)	41667	500000
Gratuity (4.81% of Basic Pay) - (C)	601	7215
Total = A+B+C	42268	507215
Gratuity will be payable as per the payment of Gratuity act - 1972.		

An early response to the same is highly appreciated. Looking forward to have an amicable association with you.

Request you to acknowledge the mail with your acceptance for us to proceed with other formalities. More information on HR policies will be shared with you during HR induction upon your joining.

Welcome to Wockhardt Family!

Regards,

Durgesh Sharma
Senior Manager - HR
<https://in.linkedin.com/company/wockhardt>

<image004.jpg>

<image002.png>

<image003.png>

Wockhardt Limited,
Wockhardt Towers,
Bandra Kurla Complex, B
Mumbai - 400051

Please don't print this e-mail unless you really need to.


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

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<List of Wellness Centres. JAn 2013.xls>

<Important Note.docx>

<Form_no_11_Declaration_Form.pdf>

<Gratuity form.pdf>

<PF Form 2.pdf>

<IT Policy updated 2022 - Signed.pdf>


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

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 /2023/R
April 14, 2023

To,
Rohit Yadav

Letter of Intent

Dear Rohit,

Further to our discussion, it gives us great pleasure to extend you an offer to join **Stryker India Private Limited** as **Trainee-MAKO** in **Commercial-Orthopedics-Mako** department at **Gurugram**. 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 **May 15, 2023**, failing which the offer shall stand invalid.

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.

You will be on probation period till **31st December 2023**. Your employment will be confirmed in **January 2024** basis 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**

Suri Harsh

Digitally signed by Suri
Harsh
Date: 2023.04.27 13:33:15
+05'30'

Harsh Suri
Senior Manager – Talent Acquisition

Name : _____
Signature : _____
Date : _____


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

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

stryker

Annexure-A			
	Name: Rohit Yadav		
	Position: Trainee-MAKO		
	Department: Commercial-Orthopedics-MAKO		
A) Salary Components		Per Month	Per Annum
1	Basic	INR 18,800	INR 225,600
2	Flexi Allowance*	INR 28,200	INR 338,400
Fixed Salary (A)		INR 47,000	INR 564,000
B) Retirals			
1	PF	INR 2,256	INR 27,072
2	Gratuity		INR 10,851
Total Retirals			INR 37,923
Gross Salary (A+B)			INR 601,923
C) Variable Pay			
Annual Bonus %			11%
Annual Bonus			INR 62,040
Total Variable Pay			INR 62,040
CTC (A+B+C)			INR 663,963
**Note: Bonus payout is subject to Stryker's annual performance.			
Other Benefits:			Per Annum
1	Mediclaim - Floating Coverage for self + 3 (Spouse + 2 children up to a maximum age of 25 years)		INR 500,000
2	Mediclaim - Floating Coverage for parents or in-law (1+1), either set of parents up to the age of 90 years		INR 300,000
3	Personal Accident Policy - Coverage		3 Times of CTC
4	Term Life Insurance Policy - Coverage		3 Times of CTC min of INR 50 Lakhs
5	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

Suri Harsh

Digitally signed by Suri
Harsh
Date: 2023.04.27
13:33:29 +05'30'

Registrar

The IHMR University

Registered Office: C-5, Safdarjung Development Area, Commercial Complex, New Delhi
Near Sangar Airport, Jaipur-302029

Placements

From: N Satheeshkanna
Sent: 26 December 2023 18:01
To: Anita Thapa
Subject: FW: Placement Invitation Letter - IIHMR Jaipur

From: DZXD (Debdatta Das) <DZXD@novonordisk.com>
Sent: Saturday, December 17, 2022 1:59 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: TSCB (Tanisha Chaubey) <tscb@novonordisk.com>
Subject: RE: Placement Invitation Letter - IIHMR Jaipur

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

Dear Satheesh,

Happy to inform you that we have selected below 6 candidates from IIHMR, Jaipur.
 Will get the updates related to offer letter in next week .

Congratulations to all the selected candidates and hope to see you all soon in Jan'23.

All the best!

Sr. No.	Roll No.	Salutation	Student Name	Final Status	Programme	Residential State
21	292	Ms.	Arpita Bhardwaj	Selected	MBA Pharmaceutical Management	Uttar Pradesh
26	329	Ms.	Rakhi	Selected	MBA Pharmaceutical Management	Bihar
27	334	Ms.	Sakshi Bohra	Selected	MBA Pharmaceutical Management	Rajasthan
28	343	Ms.	Shivangi Mishra	Selected	MBA Pharmaceutical Management	Haryana
29	346	Ms.	Silky Jaiswal	Selected	MBA Pharmaceutical Management	Madhya Pradesh
31	352	Ms.	Tanvi Mukesh Shah	Selected	MBA Pharmaceutical Management	Maharashtra

Thanks,
Debdatta Das
 Sr. P&O Partner (Premix - South & East)

+91 8792908792 (mobile) |

From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent: Thursday, December 8, 2022 5:19 PM
To: DZXD (Debdatta Das) <DZXD@novonordisk.com>
Subject: RE: Placement Invitation Letter - IIHMR Jaipur

Caution: This email originated from outside of the Novo Nordisk email system. Use caution when clicking on links or opening attachments.

ANNEXURE

Name	Sakshi Bohra
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 IIMR University
 1, Prabhu Dayal Marg
 Near Sanganeer Airport, Jaipur-302029



02-Mar-2023

Samiksha Ram,
Indian Institute of Health Management Research, Jaipur

Dear **Samiksha Ram,**

Thank you for exploring career opportunities with Cognizant Technology Solutions India Private Limited ("Cognizant"). You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Junior Business Analyst**. You are entitled to an Annual Total Compensation (ATC) of **Rs. 500,000**. This includes an annual target incentive of **Rs. 20,000**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation detailed in **Compensation and Benefits**. We are glad to also offer you one time Joining Bonus. Please refer **Joining Bonus** for further details.

Your appointment will be governed by the terms and conditions of employment presented in Employment Agreement. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Project Manager.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of **60%** aggregate in your Graduation (all subjects taken into consideration) & in Post-Graduation no standing arrears at the time of joining.
2. This offer from Cognizant is **valid for 3 months** from the date of offer and hence you are expected to accept or decline the offer through the company's online portal within this time-period. Any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.
3. Prior to commencing the employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. If you have any further questions or clarifications, please reach out to the recruiter or your campus coordinators.

Yours sincerely,
For **Cognizant Technology Solutions India Private Ltd.**

Maya Sreekumar
Vice President - Human Resource

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

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

Compensation and Benefits

Name: Samiksha Ram

Designation: Junior Business Analyst

Sl. No.	Description	Monthly	Yearly
1	Basic	14000	168,000
2	HRA*	8400	100,800
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	11750	141,000
	Annual Gross Compensation		480,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		500,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		519,500

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate, you are also entitled to the following additional benefits:

1. Floating Medical Insurance Coverage
2. Round the Clock Group personal accident Insurance coverage
3. Group Term Life Insurance Coverage
4. Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
5. Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act, 1972

Leave & Vacation:

1. From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager.

1. Earned Leave - 18 Days
2. Casual Leave - 6 Days
3. Sick Leave - 12 Days

2. From the Date of Joining, Women associates will be entitled to Maternity leave based on the eligibility as laid down in The Maternity Benefit (Amendment) Act, 2017

3. In addition to the above, as per Cognizant policy you are also eligible to avail Child Adoption leave and Paternity leave by adhering to the conditions as laid down in the India Leave Policy.

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

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Employee State Insurance

ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month

ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

*** Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings.

**** Incentive Indication :** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note:

1. Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.
2. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.
3. Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details.


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

Joining Bonus

It was a great pleasure interacting with you over the last few weeks.

With reference to our discussion and subsequent offer, we wish to inform you of an additional joining bonus of **Rs. 50,000** and this will be paid in 1 Instalment (after completion of 3 months of your joining in Cognizant).

Kindly note the points below:

- The joining bonus will be subject to statutory and income tax deductions as applicable.
- The joining bonus will be recovered in case you leave us within one year of joining.

I have read, understood and accept the above-mentioned terms and conditions.

Signature:

Date:


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

Employment Agreement - Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between: Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Samiksha Ram, 24, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.

b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.

c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.

- b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e) you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
- c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
- d) Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;
- c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and
- d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall

adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period.

You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

1. Misconduct, as provided in Misconduct and Disciplinary Action Policy
2. Non-adherence to Associate Deployment Pool Policy
3. Violation of Social Media Policy or Conflict of Interest Policy
4. Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
5. Insubordination or failure to comply with the directions given to you by persons so authorized
6. Insolvency or conviction for any offence involving moral turpitude
7. Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
8. Violation of non-disparagement obligations
9. Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to

be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto), are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

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

Cognizant Technology Solutions India Private Limited

Samiksha Ram



Maya Sreekumar
Vice President – Human Resources

I have read, understood and accept the above-mentioned terms and conditions.

Signature

Date:



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

MSN Laboratories Private Limited

MSN House, Plot No.: C-24,
Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pincode: 500 018, India.
CIN: U24239TG2003PTC041583
Phone: +91-40-30438600 Fax: +91-40-30438798

February 14, 2023

Mr.Sankalp Tanaji Sapkal
C/o Yashoda
561/900/1, Ashok Nagar
Sakharale,Sangli
Sangli415414
Mobile No: 8308625231

Dear Mr.Sankalp Tanaji Sapkal,

Sub: Offer and Appointment Letter

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

1. Designation:

You will be designated as "Management-Trainee", Grade "G01", in Sales & Marketing - Domestic Department based at MSN Laboratories Private Limited - Corporate Office Location.

2. Remuneration:

Detailed compensation structure as Total Cost to Company **Rs.400000/-** is mentioned in the Annexure-I.

3. Documents to be Submitted:

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

- Passport Size Color Photographs (Self) - 7 nos. and Dependent-family members photograph - 1 nos. each
- All Educational Certificates and any other Certificates related to specific Training and Skills
- Previous employment Service Certificate / Relieving Letter, if any
- Last Six Months Bank Statement
- Aadhaar Cards of self and dependent family members
- PAN Card
- Passport / Driving License
- A cancelled cheque leaf of active bank account
- Medical Certificate with Reports

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Page 1 of 2

Name: Sankalp Tanaji Sapkal

4. Medical Fitness:

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

5. Terms & Conditions:

- a. Your employment is governed by the detailed Terms & Conditions furnished in Annexure - II.
- b. As discussed, you need to join us on or before **June 05, 2023**, failing which this offer and Appointment Letter stands withdrawn.

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

Please feel free to contact Mr. Sukanya Ghule, Contact No. 040-30438907 , Email ID: sukanyag@msnlabs.com for further clarifications, if any.

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

Thanking you,

Yours sincerely,

For MSN Laboratories Private Limited



K R Srinivas
General Manager -HR



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

February 14, 2023

Annexure-I

Mr.Sankalp Tanaji Sapkal

Designation: Management-Trainee

Grade : G01

Department: Sales & Marketing - Domestic

TOTAL COST TO COMPANY

All figures in INR

Salary Components	Per Month	Per Annum	Payment Frequency
A. Monthly Salary			
Basic Pay	15000	180000	Monthly
House Rent Allowance	6000	72000	Monthly
Education Allowance	200	2400	Monthly
Minimum Guaranteed Bonus	9633	115600	Monthly
Statutory Bonus (Advance Payout)	0	0	Monthly
A - Monthly Gross Total	30833	370000	
B. Statutory Benefits			
PF (Employer Contribution)	1800	21600	Monthly
ESI (Employer Contribution)	0	0	Monthly
Bonus / Ex-gratia	700	8400	Annual
B - Statutory Benefits Total	2500	30000	
C. Fixed Total Cost to Company (A+B)	33333	400000	
D. Gratuity (As per the Gratuity Act, 1972)	722	8658	
Total Cost to Company (C+D)	34055	408658	

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)

For MSN Laboratories Private Limited


K R Srinivas
General Manager -HR


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

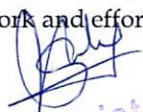
Name: Sankalp Tanaji Sapkal

Annexure- II

TERMS & CONDITIONS OF THE EMPLOYMENT

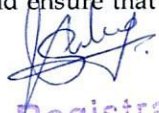
1. The effective date of joining shall not be later than **June 05, 2023**, failing which this offer and Appointment Letter stands withdrawn.
2. Your initial place of posting shall be at **MSN Laboratories Private Limited - Corporate Office** Location. However, your services are transferable to any Location 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.
3. Your appointment with the Company would be subject to successful pre and/or post-employment background checks, in respect of 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.
4. Your Date of Birth is recorded as **May 24, 1999**, by the Company on the basis of documentary evidence produced by you at the time of your appointment. You are advised to take 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.
5. You will be on training for a period of one year, and the same may be extended at the discretion of the management by such further period not exceeding six months. During the period of training (including any extended period), your services are subject to termination without any notice or assigning any reason. After successful completion of your training period based on your performance & suitability, your employment will be confirmed. At the time of confirmation of your Employment, a separate confirmation letter will be issued with new Terms & Conditions as applicable.
6. You are required to keep us informed of any changes in your personal details, residential address, marital status, educational qualifications, dependent's details etc.
7. 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.




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Name: Sankalp Tanaji Sapkal

8. 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.
9. 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.
10. 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.
11. 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.
12. As per the Company's policy, the age of superannuation is 58 years subject to your being physically 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.
13. 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.
14. 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.



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Near Sangner Airport, Jaipur-302029

Name: Sankalp Tanaji Sapkal

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



Acknowledgement for the Acceptance of the Offer and Appointment Letter

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

I shall report for duty on _____

Signature:

Date



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

Placements

From: Satyam Sayal <satyamsayal390@gmail.com>
Sent: 01 March 2023 19:14
To: Satyam Kumar Gupta; Placements
Subject: Fwd: Offer Letter

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 sir ,

A very good evening sir , I am satyam kumar MBA PM 13 batch. I would like to thanks placements cells and placement co-ordinator for this opportunity provide me at wockhardt Pharma company .

Finally , I have got the offer letter from HR wockhardt Pharma. I request you plse. Do the verification of this offer letter and confirmed me.

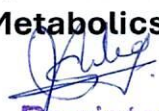
Sincerely,
Satyam kumar
MBA PM -13

THANK YOU
HAVE A NICE DAY .

**MR. SATYAM KUMAR
LUCKNOW**

Dear Mr. Kumar,

This has reference to your application for employment in our Company and the subsequent interview you had with us. We are pleased to offer you an employment with us as **Territory Manager based at Lucknow in grade FM 1 in our Wockhardt Metabolics Division.**


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Please note that this is merely an Offer Letter. The Company's standard Appointment Letter containing exhaustive terms and conditions of employment will be issued to you on your joining the Company which shall be binding on you.

Your gross annual remuneration (C.T.C) will be Rs 5 lac as discussed.

Components	Per month	Per annum
Basic	12500	150000
HRA	6250	75000
Attire and Kit Allowance	1200	14400
Qualification Allowance	1500	18000
Position Allowance	18417	221000
Total - (A)	39867	478400
PF (12% of Basic) - (B)	1800	21600
Total = A+B (CTC)	41667	500000
Gratuity (4.81% of Basic Pay) - (C)	601	7215
Total = A+B+C	42268	507215
Gratuity will be payable as per the payment of Gratuity act - 1972.		

Medical test can be done at any of the SRL centres. The amount of (INR 1000) incurred for the test shall be reimbursed along with your first salary post submission of the original bill.

This offer is subject to submission of documents.

You are requested to join us latest by 03.03.2023 , failing which this offer of Employment stands withdrawn.

Kindly confirm your acceptance on the duplicate copy of this letter.

.Yours faithfully

for **WOCKHARDT Ltd.**

Durgesh Sharma

Authorised Signatory.

WE HAVE MAILED ONE ON LINE JOINING FORM IN YOUR MAIL BOX. PLEASE DO NOT CHANGE THE FORM NUMBER, FILL IT, & SUBMIT. IN CASE YOU HAVE ANY DIFFICULTIES, PLEASE CONTACT TO MR. GAURAB GHOSH @ 20216156 or regionalhr.kolkatta@wockhardt.com

MEDICAL TEST

1. ECG, X-RAY of CHEST PA View.
2. Routine Blood Count.
3. Sugar fasting.
4. Blood Wasserman test – VDRL.
5. Blood grouping + Rh typing.
6. ROUTINE URINE & STOOL EXAMINATION.
7. FITNESS CERTIFICATE REQUIRE AFTER THROUGH MEDICAL CHECKUP BY A SENIOR PHYSICIAN.
8. *Medical test can be done at any of the SRL centers. The amount of (INR 1000) incurred for the test shall be reimbursed along with your first salary post submission of the original bill.


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9. *Non SRL centre can be utilized only if SRL centre is not present at the location. The maximum amount Incurred for the test should not exceed (INR 1000). The maximum amount of (INR 1000) incurred for the test shall be reimbursed along with your first salary post submission of the original bill.

(Rs - 1000/-)

Thanks & Regards

Gourab Ghosh

HR Assistant East & West

8820216156

Please don't print this e-mail unless you really need to.

----- Disclaimer -----

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Near Sanganer Airport, Jaipur-302029

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 /2023/MH
June 07, 2023

To,
Shivakshi Shah

Letter of Intent

Dear Shivakshi,

Further to our discussion, it gives us great pleasure to extend you an offer to join **Stryker India Private Limited** as **Sales associate** in **Commercial-Ortho JR** department at **Gurgaon**. 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 **July 3rd, 2023**, failing which the offer shall stand invalid.

You will be on probation period till **31st March 2024**. Your employment will be confirmed in **April 2024** basis your performance evaluation.

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.

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**

Suri Harsh

Digitally signed by Suri Harsh
Date: 2023.06.08 16:32:39
+05'30'

Harsh Suri
Senior Manager - Talent Acquisition

Name : _____
Signature : _____
Date : _____


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

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

stryker

Annexure-A			
	Name: Shivakshi		
	Position: Sales associate		
	Department: Commercial - Ortho - JR		
	A) Salary Components	Per Month	Per Annum
1	Basic	INR 18,800	INR 225,600
2	Flexi Allowance*	INR 28,200	INR 338,400
	Fixed Salary (A)	INR 47,000	INR 564,000
	B) Retirals		
1	PF	INR 2,256	INR 27,072
2	Gratuity		INR 10,851
	Total Retirals		INR 37,923
	Gross Salary (A+B)		INR 601,923
	C) Variable Pay		
	Annual Bonus %		11%
	Annual Bonus		INR 62,040
	Total Variable Pay		INR 62,040
	CTC (A+B+C)		INR 663,963

****Note: Bonus payout is subject to Stryker's annual performance.**

Other Benefits:		Per Annum
1	Mediclaime - Floating Coverage for self + 3 (Spouse + 2 children up to a maximum age of 25 years)	INR 500,000
2	Mediclaime - Floating Coverage for parents or in-law (1+1), either set of parents up to the age of 90 years	INR 300,000
3	Personal Accident Policy - Coverage	3 Times of CTC
4	Term Life Insurance Policy - Coverage	3 Times of CTC min of INR 50 Lakhs
5	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


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

Digitally signed by Suri Harsh
Date: 2023.06.08 16:33:00
+05'30'

Placements

From: N Satheeshkanna
Sent: 26 December 2023 18:01
To: Anita Thapa
Subject: FW: Placement Invitation Letter - IIHMR Jaipur

From: DZXD (Debdatta Das) <DZXD@novonordisk.com>
Sent: Saturday, December 17, 2022 1:59 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: TSCB (Tanisha Chaubey) <tscb@novonordisk.com>
Subject: RE: Placement Invitation Letter - IIHMR Jaipur

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

Dear Satheesh,

Happy to inform you that we have selected below 6 candidates from IIHMR, Jaipur.
 Will get the updates related to offer letter in next week .

Congratulations to all the selected candidates and hope to see you all soon in Jan'23.

All the best!

Sr. No.	Roll No.	Salutation	Student Name	Final Status	Programme	Residential State
21	292	Ms.	Arpita Bhardwaj	Selected	MBA Pharmaceutical Management	Uttar Pradesh
26	329	Ms.	Rakhi	Selected	MBA Pharmaceutical Management	Bihar
27	334	Ms.	Sakshi Bohra	Selected	MBA Pharmaceutical Management	Rajasthan
28	343	Ms.	Shivangi Mishra	Selected	MBA Pharmaceutical Management	Haryana
29	346	Ms.	Silky Jaiswal	Selected	MBA Pharmaceutical Management	Madhya Pradesh
31	352	Ms.	Tanvi Mukesh Shah	Selected	MBA Pharmaceutical Management	Maharashtra

Thanks,
Debdatta Das
 Sr. P&O Partner (Premix - South & East)

+91 8792908792 (mobile) |

From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent: Thursday, December 8, 2022 5:19 PM
To: DZXD (Debdatta Das) <DZXD@novonordisk.com>
Subject: RE: Placement Invitation Letter - IIHMR Jaipur


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 Near Sangner Airport, Jaipur-302029

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ANNEXURE

Name	Shivangi Mishra
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

OFFER LETTER

To

Date: 3rd January 2023

Mr. Shubham Singh
3/60, UIT Colony
Sector 3, Harchandpur
Alwar - 301019

Dear Mr. Shubham Singh,

We are pleased to offer you the employment in our organization on the following terms & conditions:

- | | | | |
|----------|-------------------------------------|---|---|
| A | Designation | : | Product Executive |
| B | Joining | : | On or before 22nd February 2023 at Ahmedabad. |
| C | Posting | : | You will be initially posted at Ahmedabad |
| D | Territory | : | Gujarat |
| E | Salary
(Cost to Company) | : | You will be initially paid an annual CTC of Rs.4.50lacs.
Calculation of your salary is done for the period from 21 st of the month to the 20 th of the next month and is payable on or before 5 th of the subsequent month. |
| F | Fund Transfer | : | You are required to open a Bank Account with IDBI Bank , at the nearest branch and carry the details of the same with you during your joining at Ahmedabad.
In case of unavailability of IDBI Bank in your territory, the amount will be remitted by DD / at par Cheque / Pay as per convenience of management. |
| G | Validity of Offer | : | The offer made to you is valid subject to receipt of copy of your resignation letter duly acknowledged by your current employer / immediate reporting authority with contact details (if applicable) within maximum 5 days of issuance of this offer through scan to Ms. Poonam Miranda :
Sr. Manager – HR & Admin |


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The detailed letter of appointment shall be issued upon:

1. Verification of all your documentation and Credentials
2. Correct Reference Check
3. Accepted resignation letter from last employer
4. Bank Account opening with IDBI bank & submitting the details to Manager HR & Admin

Any discrepancy with reference to the above mentioned first 3 points shall result into withdrawal of your offer.

We warmly welcome you to join our organization for mutual beneficial and rewarding association.

We request to sign & return duplicate copy of this letter confirming your acceptance of offer.

Thanking You

For,
Sundyota Numandis Pharmaceuticals Pvt. Ltd

Poonam
Poonam Miranda
Sr. Manager – HR & Admin

I accept the offer and confirm my joining on or before _____

(Name)

(Date)

(Signature)

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

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

05 October 2022

Dear Shubham Rukme,

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 **1st March 2023, Wednesday**.

2. Compensation:

2.1 Salary: Your annual gross salary will be **INR 4,68,000**, inclusive of your basic, fixed allowances and provident fund contributions, which will be remitted monthly.

Details of the compensation break up and office specific benefits are shared in **Annexure A**.

All bonuses are determined at the discretion of PharmaACE and are subject to any standard withholding taxes.

2.2 Retirals: Provident Fund and Gratuity will be as per rules.

2.3 Insurance: Company offers Group Medical Insurance for a floater sum of Rupees Three Lakhs only covering you, your spouse & 2 children (under the age of 25 years), if applicable.

2.4 Leaves: Confirmed employees are entitled to 20 Earned leaves, 6 Optional leaves and 4 Core Holidays, a total of 30 leaves annually. There is no carry forward or encashment of leaves. Leaves will be credited to the employee account on a pro-rata basis from the date of Joining.

2.5 Work from Home: WFH option is available only to confirmed employees and is subject to manager's approval.

3. Appraisals

PharmaACE has its Annual Appraisal Cycle in October of each year and the Annual Performance Bonus cycle in March of each year. On confirmation, campus joiners will be eligible to participate in the performance bonus cycle of the next calendar year. Campus joiners will not be participating in appraisal cycles in the calendar year of their joining.

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

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


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Near Sangner Airport, Jaipur-302029

4. Additional Details:

Following are the details of the logistics for your successful onboarding at PharmaACE

4.1 Orientation & Training: At PharmaACE, all new hires participate in a virtual/office-based Induction program to acquaint themselves with our culture and way of working. We have a blended learning program comprising of Instructor Led Trainings and Self-Paced Trainings hosted on our LMS. This is specifically designed to empower you with the right skillsets and to equip you with the right business acumen.

4.2 Start Date Formalities: This offer is subject to verification of original certificates of educational qualifications and other documents listed below.

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

4.3 Probation: You will be on probation for a period of 6 (Six) months, from the date of joining. You will be confirmed in your appointment in writing on successful completion of the said probationary period.

4.4 Notice Period

- a. During the probationary period or post confirmation, employer can terminate the employment at any given point of time with immediate effect without salary in lieu of notice in case of non-performance by the employee or in case of any misconduct including but not limited to, fraudulent, dishonest or undisciplined conduct 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.
- b. During the probationary period, employee can terminate the employment by giving two months notice or two months salary in lieu of notice.
- c. Post confirmation employee can terminate the employment by giving three months Notice.

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

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

Handwritten signature
Registrar
The JJH University
1, Prabhakar Marg
Near Sangner Airport, Jaipur
2029

SR

- d. Employee will not be eligible for any appraisal/variable bonus payout if on Notice period.
5. You will treat matters pertaining to the Company's business interests with utmost confidentiality and such confidentiality must be maintained during your employment with the Company and thereafter.
6. During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and other matters as may be framed by the company from time to time.

Sincerely,



Santosh Poojary
PharmaACE

SR



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

Annexure A
Remuneration Details
Shubham Rukme**Trainee Analyst**

Salary Component	Per Annum (INR)	In words
Basic Salary	4,68,000	Rupees Four Lakhs Sixty-Eight Thousand Only
Confirmation Bonus *	50,000	Rupees Fifty Thousand Only
Performance Bonus **	45,000	Rupees Forty-Five Thousand Only
Retention Bonus ***	1,50,000	Rupees One Lakh Fifty Thousand Only
Gratuity	27,000	Rupees Twenty-Seven Thousand Only
Mediclaime (Notional)	10,000	Rupees Ten Thousand Only
Total CTC	7,50,000	Rupees Seven 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:** To be eligible for the performance bonus, you must be a confirmed employee and not be serving your notice period at the start of the performance appraisal process and also at disbursement time of the said bonus. This bonus is paid out in one instalment on the closure of financial cycle (pro-rata basis, if applicable). This may change, contingent on the company, group & individual performance.

*****Retention Bonus** will be paid on monthly basis for each of the first three years from the date of joining. 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,



 Santosh Poojary
 PharmaACE



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

Accepted By: **SHUBHAM RUKME**

Date: 10/10/2022

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 and all its affiliates
6. AXTRIA and all its affiliates

B. During the Employment Period, the Employee may have access to or receive certain information about PharmaACE customers and their projects. All project related information, whether labelled 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.

Best Regards,



Santosh Poojary
PharmaACE

Accepted By: SHUBHAM RUKME

Date: 10/10/2022



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

Placements

From: N Satheeshkanna
Sent: 26 December 2023 18:01
To: Anita Thapa
Subject: FW: Placement Invitation Letter - IIHMR Jaipur

From: DZXD (Debdatta Das) <DZXD@novonordisk.com>
Sent: Saturday, December 17, 2022 1:59 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: TSCB (Tanisha Chaubey) <tscb@novonordisk.com>
Subject: RE: Placement Invitation Letter - IIHMR Jaipur

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

Dear Satheesh,

Happy to inform you that we have selected below 6 candidates from IIHMR, Jaipur.
 Will get the updates related to offer letter in next week .

Congratulations to all the selected candidates and hope to see you all soon in Jan'23.

All the best!

Sr. No.	Roll No.	Salutation	Student Name	Final Status	Programme	Residential State
21	292	Ms.	Arpita Bhardwaj	Selected	MBA Pharmaceutical Management	Uttar Pradesh
26	329	Ms.	Rakhi	Selected	MBA Pharmaceutical Management	Bihar
27	334	Ms.	Sakshi Bohra	Selected	MBA Pharmaceutical Management	Rajasthan
28	343	Ms.	Shivangi Mishra	Selected	MBA Pharmaceutical Management	Haryana
29	346	Ms.	Silky Jaiswal	Selected	MBA Pharmaceutical Management	Madhya Pradesh
31	352	Ms.	Tanvi Mukesh Shah	Selected	MBA Pharmaceutical Management	Maharashtra

Thanks,
Debdatta Das
 Sr. P&O Partner (Premix - South & East)

+91 8792908792 (mobile) |

From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent: Thursday, December 8, 2022 5:19 PM
To: DZXD (Debdatta Das) <DZXD@novonordisk.com>
Subject: RE: Placement Invitation Letter - IIHMR Jaipur

Caution: This email originated from outside of the Novo Nordisk email system. Use caution when clicking on links or opening attachments.

ANNEXURE

Name	Silky Jaiswal
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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 1, Prabhu Dayal Marg
 Near Sanganer Airport, Jaipur-302029

347

Placements

From: Prince Singh <singhprince9601@gmail.com>
Sent: 28 February 2023 15:46
To: Placements
Subject: Fwd: Offer Letter

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

From: regionalhr kolkatta <regionalhr.kolkatta@wockhardt.com>
Date: Thu, 16 Feb 2023, 5:25 pm
Subject: Offer Letter
To: singhprince9601@gmail.com <singhprince9601@gmail.com>
Cc: Durgesh Sharma <DSharma@wockhardt.com>, LCS Sri Vishnu <LCSSriVishnu@wockhardt.com>, Kandy S Kandasamy <KKandasamy@wockhardt.com>, YOGESH SUDHAKAR RANE <yogesh.rane@wockhardtfield.com>, ramesh gaddam <ramesh.gaddam@wockhardtfield.com>

To,
MR. PRINCE SINGH
MUMBAI

Dear Mr. Singh,

This has reference to your application for employment in our Company and the subsequent interview you had with us. We are pleased to offer you an employment with us as **Territory Manager based at Mumbai in grade FM 1 in our Wockhardt Metabolics Division.**

Please note that this is merely an Offer Letter. The Company's standard Appointment Letter containing exhaustive terms and conditions of employment will be issued to you on your joining the Company which shall be binding on you.

Your gross annual remuneration (C.T.C) will be Rs 5 lac as discussed.


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

Components	Per month	Per annum
Basic	12500	150000
HRA	6250	75000
Attire and Kit Allowance	1200	14400
Qualification Allowance	1500	18000
Position Allowance	18417	221000
Total - (A)	39867	478400
PF (12% of Basic) - (B)	1800	21600
Total = A+B (CTC)	41667	500000
Gratuity (4.81% of Basic Pay) - (C)	601	7215
Total = A+B+C	42268	507215
Gratuity will be payable as per the payment of Gratuity act - 1972.		

Medical test can be done at any of the SRL centres. The amount of (INR 1000) incurred for the test shall be reimbursed along with your first salary post submission of the original bill.

This offer is subject to submission of documents.

You are requested to join us latest by 20.02.2023 , failing which this offer of Employment stands withdrawn.

Kindly confirm your acceptance on the duplicate copy of this letter.

.Yours faithfully

for WOCKHARDT Ltd.

Durgesh Sharma

Authorised Signatory.


Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanghera Airport, Jalandhar-151001

WE HAVE MAILED ONE ON LINE JOINING FORM IN YOUR MAIL BOX. PLEASE DO NOT CHANGE THE FORM NUMBER, FILL IT, & SUBMIT. IN CASE YOU HAVE ANY DIFFICULTIES, PLEASE CONTACT TO MR. GAURAB GHOSH @ 8820216156 or regionalhr.kolkatta@wackhardt.com

MEDICAL TEST

- 1. ECG, X-RAY of CHEST PA View.
- 2. Routine Blood Count.
- 3. Sugar fasting.
- 4. Blood Wesserman test – VDRL.
- 5. Blood grouping + Rh typing.
- 6. ROUTINE URINE & STOOL EXAMINATION.
- 7. FITNESS CERTIFICATE REQUIRE AFTER THROUGH MEDICAL CHECKUP BY A SENIOR PHYSICIAN.
- 8. *Medical test can be done at any of the SRL centers. The amount of (INR 1000) incurred for the test shall be reimbursed along with your first salary post submission of the original bill.
- 9. *Non SRL centre can be utilized only if SRL centre is not present at the location. The maximum amount Incurred for the test should not exceed (INR 1000). The maximum amount of (INR 1000) incurred for the test shall be reimbursed along with your first salary post submission of the original bill.

(Rs - 1000/-)


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

Thanks & Regards

Gourab Ghosh

HR Assistant East & West

8820216156

Please don't print this e-mail unless you really need to.

----- Disclaimer -----

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

OFFER LETTER

Jan 07, 2023

To
Ms. Smita Srinivas Chitragar,
Maharashtra.

Dear Ms. Smita,

Sub: Offer for the position of Executive Trainee – Corporate Projects Department,
KIMS Hospital, Secunderabad.

With reference to your application and the subsequent interview, we are pleased to offer you a position at KIMS Hospital, Secunderabad as Executive Trainee – Corporate Projects Department. Your remuneration would be Rs. 7,00,000/- (Rupees Seven Lakhs Only) per annum. You will be reporting to HOD – Corporate Projects Department, KIMS Group of Hospitals.

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

You are informed to report for duty on or before **Jun 15, 2023**, failing which it shall be presumed that you are not interested in the offer made to you and consequently, the Letter of Offer shall stand irrevocably withdrawn/ canceled without any further reference to you.

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

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

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

For Krishna Institute of Medical Sciences Limited


Koteswara Rao CH
Sr. Manager – HR




Registrar
The IHMR University
1, Prabhu Dayal Marg
Near Sanghvi, Hyderabad - 500 003, Telangana, India
Phone: +91 40 4488 5000/4488 5184 | Fax: +91-40-27840980 | kimshospitals.com
CIN: L55101TG1973PLC040558

KRISHNA INSTITUTE OF MEDICAL SCIENCES		
CTC Annexure		
Name:	Ms. Smita Srinivas Chitragar	
Designation:	Executive Trainee	
Grade:	TR01	
Department :	Corporate Projects	
Unit:	Secunderabad	
Components	Monthly	Per Annum
Basic + DA	31,094	3,73,128
HRA	12,438	1,49,256
Conveyance & Medical Allowance	5,653	67,836
Child Education Allowance	200	2,400
Leave Travel Allowance	2,591	31,092
City Compensation Allowance	4,558	54,696
Total Gross	56,534	6,78,408
Provident Fund Employer's Contribution (12% of 15000 Basic)	1,800	21,600
Performance Linked Incentive	0	0
Total CTC	58,334	7,00,008
PF (Employees share of 12%)	1,800	21,600
Professional Tax	200	2,400
Net Pay	54,534	6,54,408

Note:

1. PF Contribution will be Optional slabbed at 15,000
2. If employees basic is 21000 below will be eligible for statutory bonus @ 8.33% on minimum wages
3. Gratuity applicable as per the Act

A. Manatna
Prepared
Mamatha A

CH Koteswara Rao
Approved



Accepted
Smita



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



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ZLL/HRSS/23/ZYDUS40592
18/07/23

Mr. Sparsh Jain
25/273, Gandhi Road,
Near Child Care Nursing Home,
Baraut,
Uttar Pradesh - 250611

We refer to your application and the subsequent interview.

We are pleased to offer you the position of **Executive in Medical Team** based at **Ahmedabad H.O.** on the mutually agreed terms and conditions. Our offer is subject to you being found medically fit after examination by a medical practitioner appointed by us. We shall be issuing the regular letter of appointment on your joining the organization.

You are requested to send us duplicate copy duly signed by you as acceptance of this offer letter along with Accepted/Received copy of your resignation from your existing Organization & date of your joining our Organization within 7 days of receipt of this Offer of Employment.

At the time of joining, we expect you to carry the following documents:

- Resignation acceptance letter of previous organization.
- Relieving letter from previous organization.
- Last Drawn Salary Proof - Salary Certificate / Salary Slip.
- Bank Statement of last six months in which salary gets credited.
- Experience/Relieving Letter from all previous employers.
- All original mark sheets, certificates and ID proofs
- Copies of attested Testimonials (Leaving Certificate, Mark-sheets and degree certificates) of all academic qualifications and birthdate proof.
- Five passport size and Three stamp size photographs.
- Two Copies of PAN card and Aadhar Card.
- Copy of permanent address proof.

It is believed that any information furnished to the company is true to the best of your knowledge. If the same is found to be incorrect or willfully suppressed or withheld at a later date, it will be construed as a breach of integrity and can lead to immediate withdrawal of the letter of offer and in case of having already joined the organisation it may lead to separation /discontinuation from the services, without any further reference to the cause.

You shall abide by all protocols for COVID 19 and any other infectious disease outbreak safeguards and safety measures that may be required, during your employment with us.

Welcome to Zydus! We look forward to a long and mutually rewarding relationship.

With best wishes,

Yours faithfully,
For, Zydus Lifesciences Ltd.

RUPAK RATHORE
GENERAL MANAGER - HR

I accept and shall join on or before _____

SIGNATURE: _____

JOINING DATE: _____



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

Zydus Lifesciences Limited (formerly known as Cadila Healthcare Limited)

Regd. Office : 'Zydus Corporate Park', Scheme No. 63, Survey No. 536, Khoraj (Gandhinagar), Nr. Vaishnodevi Circle,
S. G. Highway, Ahmedabad-382 481, Gujarat, India. | Phone : +91-79-71800000, +91-79-48040000
website : www.zyduslife.com | CIN : L24230GJ1995PLC025878

Placements

From: N Satheeshkanna
Sent: 19 June 2023 16:41
To: Anita Thapa
Subject: FW: Medico Marketing Liaison

Follow Up Flag: Follow up
Flag Status: Flagged

From: CHINTAN M SHELAT <CHINTAN.M.SHELAT@ZydusLife.com>
Sent: Monday, June 19, 2023 4:31 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: Rupak Rathore <Rupak.Rathore@zyduslife.com>
Subject: Medico Marketing Liaison

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.

Mr Satheesh,

We would like to confirm the selection below mentioned candidates in our Medico Marketing Liaison Team based out of Ahmedabad office.

- 1) Nirali Patel
- 2) Sparsh Jain

CTC- Rs. 5.00/LPA

Please confirm his acceptance along with Date of Joining with effective Jul 2023.

We will issue detailed offer letter in few days upon his formal acceptance of this email.

Regards
Chintan Shelat
BP – BU Biologics
Ext: 383 | Mobile : 9712905882



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350

ZLL/ZO/HRSS/23/137226
06.04.2023

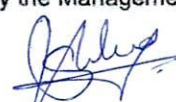
Mr. A R Sri Krishna
C/70 Maruthi Complex, 2nd Floor R.T Street Chickpet,
Opposite To Ranganath Swami Temple,
Bangalore,
Karnataka - 560053.

Dear Mr. Krishna,

We refer to your application, and the subsequent interviews you had with us. We are pleased to appoint you in Sales & Marketing Department as **Business Executive** with effect from **06.04.2023** in **Occucare Division** at **Bangalore Headquarter**.

The following are terms and conditions:

1. Basic Salary : Rs. 13300/- per month
2. House Rent Allowance : Rs. 7000/- per month
3. Transport Allowance : Rs. 1400/- per month
4. Professional Pursuit Allowance : Rs. 7638/- per month
5. Medical Allowance : Rs. 1000/- per month
6. Travel allowances : As per policy enclosed
7. Telephone Expenses : As per the existing scheme
8. Bonus / Ex-gratia : Rs. 16800/- per annum
9. Provident Fund : As per rules of the Provident Fund.
At present, Provident Fund is paid at the rate of 12% of the basic salary.
10. Gratuity : As per 'The Payment of Gratuity Act, 1972'.
11. Medical Insurance scheme : As per existing rules.
12. Leave : On completion of your probation period you Will be entitled to for applicable leaves.
13. You will be on probation for an initial period of six months from the date of appointment, at the end of which you will be confirmed in writing, as a permanent employee of the Company, if your services are found to be satisfactory and up to the standard required by the Company, of which standard the Company shall be the sole judge. You will continue to be on probation until Letter of Confirmation to be issued to you in writing by the Management.


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S. G. Highway, Ahmedabad-382 481, Gujarat, India. | Phone : +91-79-71800000, +91-79-48040000
website : www.zyduslife.com | CIN : L24230GJ1995PLC025878

14. During your employment with the Company, your services are liable to be terminated without assigning any reasons while giving you **one month's** basic salary in lieu of such notice period. In the event of your desiring to leave the service of the Company, you shall give to the Company **one month's** notice in writing or one month's basic pay in lieu of notice period. Unless otherwise permitted by the Management, you will physically / actually continue to work during your notice period and till officially relieved by the Company.
15. This appointment is given on the basis of your undertaking to work honestly, diligently, efficiently and maintaining a minimum sales target as communicated from time to time, and with understanding that you will maintain and show a reasonable growth continuously. The management shall go on fixing your sales target for every period of six months or otherwise as per the policy of the Organization from time to time.
16. When on maintenance of satisfactory sales and reasonable growth over a long period, management may consider for incentives specifically on the strength of enhanced sales. The incentives cannot be claimed as wages. The incentive schemes will be declared from time to time and for specific period.
17. All payments are payable to you by Cheque at Ahmedabad though the employer may arrange to send the same beyond Ahmedabad on their discretion.
18. That this appointment shall come automatically to an end on your attainment of the age of **60 years** if not terminated earlier or if not specifically extended beyond the age of 60 years. However, if you are found unfit to work as a **Business Executive** on medical ground or otherwise, the management reserves the right to utilize your services in any other capacity or to effect premature retirement.

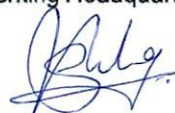
Your Date of Birth as stated by you is 25/01/1998

19. That it is your duty to receive periodical training to properly equip yourself, to propagate for the firm and its products or for any other products as required by the employer, and to promote and secure sales as per targets fixed by the employer from time to time depending upon the area and other circumstances and to constantly remain in touch with the doctors, chemists, stockiest, dealers and other purchasing agencies for propagating and ensuring sales and proper distribution and/ or any other duties assigned by the employer from time to time.
20. That you shall work under the control and supervision of your superiors and employer.
21. That you shall attend any work entrusted by the employer from time to time. That you shall follow up technical and trade inquiries, and shall endeavor to facilitate early realization of payments and early retirement of documents relating to supplies effected. You will keep up the image of the employer and your superiors and shall protect the interests of the employer at all times. That you may be asked to undertake market survey and submit reports and shall also send other reports as required from time to time.
22. That you shall devote your whole time and attention exclusively to the duties entrusted to you to the best of your power, ability and skill and shall not do any other work for any person or concern in any capacity whether with or without any remuneration nor shall hold any private business.
23. That you shall not disclose, divulge or make public or shall personally use for your gain any of the materials, processes, accounts, transactions, dealings, information, etc. Whether the same may be confirmed to you or may become known to you during the course of your service or otherwise.
24. That you shall not seek or try to secure any other job or employment without previous written consent of the employer. That the employer will not give such consent for any reason whatsoever.


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25. That your hours of attention are not fixed, but you shall work in the way and the time in which **Business Executive** have generally to work. That you shall post the arrival cards from each and every station you visit and when you leave your headquarter and when you return to your headquarter. You shall post daily your daily reports. That you shall submit the account of samples and their distribution in the proper forms as per instruction from time to time.
26. You will be responsible for implementation of Zydus Frontline 2.0 and any new digital tools/applications/initiatives/virtual learning platform launched by the company from time to time, which will aid in effectively doing your day-to-day work with improved efficiency.
27. You will be responsible for collecting and reporting of adverse events to pharmacovigilance team.
28. That you shall work as per the approved periodical Tour Programme given by the employer or your officers. That you shall not make any change in the Approved Tour Program without prior sanction by your superiors.
29. Your Headquarter has been fixed at **Bangalore** which shall be your working headquarter. Your services are liable to be transferred to any other place and be posted at any other headquarter in any other division, department in any part of the country without assigning any reasons. You will be awarded reasonable transfer expenses and 5 days' time to report on duty at such transferred place if transfer is within the State and 10 days' time will be given to report on duty if transfer will be out of State.
30. That your services may be terminated immediately if you act in such a way that the employer loses confidence in you or if you are found guilty of breach of any terms mentioned therein, or contravene any instruction, routines and practice of working as an employee or commit insubordination or in contravention of the traditions common for working as a **Business Executive** in general, commit any fraud, dishonesty, embezzlement, misappropriation or are found negligent of duties or accept any commission, discount or illegal gratification or are tried and/or convicted for any criminal offense or place personal considerations of any nature above the employer's interest or act otherwise against the interests of the employer.
31. That in case of receipt of any present, commission or any sort of gratification from any person or party if offered, you shall report to the employer in writing and should you receive any, the same shall be handed over to the employer immediately.
32. You shall be entitled for leave and any other benefits as per the Company's rules applicable from time to time.
33. That if you will abstain yourself from work without prior consent of your superior or otherwise fail to attend to your duties or abandon your work, you shall be liable to be terminated forthwith without any claim over the employer in any respect.
34. That no leave shall be taken without prior written permission ordinarily.
35. That no leave is granted during the period of probation.
36. That all disputes and differences are to be inquired and to be dealt with and are to be settled at Ahmedabad. And that the courts, tribunals and/or authorities at Ahmedabad only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this agreement of employment, irrespective of your working Headquarter being elsewhere at that time.

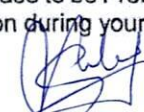

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Near Sangner Airport, Jaipur-302029

37. That, you will have to deliver at Ahmedabad all the stationery, materials, handbag, stock of samples and other belongings of the employer immediately at your cost in case of your resignation or termination or retirement from your services.
38. That the employer would be entitled to adjust their dues from you from any amount payable to you.
39. Following are some of the instances deemed to be misconduct entailing discharge or dismissal, and leniency on the part of the management or a particular instance would not be taken as waiver of the right to disciplinary action.

1. Irregular posting of arrival cards, daily reports, sample distribution statements, etc.
2. Negligence, inefficiency, disregarding of instruction, insubordination to the superiors, creating ill will, ill feeling against the management, colleagues or superiors and offending them.
3. Causing loss of business, repute property of the management, colleagues and superiors.
4. Willful insubordination or disobedience whether alone or in combination with others, to any or all-lawful and reasonable orders of superiors.
5. Theft, fraud, or dishonest in connection with the employer's business or property.
6. Willful damage to or loss of employer's goods or property.
7. Taking or giving bribes or any illegal gratification
8. Habitual absence without leave or continuous absence without leaves for more than 10 days.
9. Habitual late attendance.
10. Breach of any law applicable to the establishment.
11. Riotous or disorderly behavior or any act subversive of discipline.
12. Habitual negligence or neglect of work.
13. Frequent repetition of any act or omission for which a fine may be imposed.
14. Striking work or inciting others to strike work in contravention of the provisions of any law or rule having the force of law.

Proviso: If suspended during the pendency of the disciplinary proceedings, You will be paid monthly 'suspension allowance' equivalent to the 50% of monthly gross salary during the pendency of any disciplinary proceedings till the closure of such proceedings.

40. That in any waiver, acquiescence, or omission for any act, deed or thing contrary to the terms of this Appointment Letter on the part of the employer would not be treated as abandonment of that term permanently, but shall be restricted to a particular incident at that point of time only.
41. That the terms of the appointment letter shall continue to be in operation with modifications by employer from time to time even after you cease to be Probationary **Business Executive** and when you are holding any other designation during your employment.


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

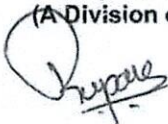


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42. That whenever the words like "Employee", "Business Executive", "He/She", or "You", "Your" are used the same shall mean you and whenever the words like "Management", "Organization", "Employer", "Firm", etc. occurs that means ourselves, the employer.
43. During your tenure of service, the company's various policies or any amendments or changes thereof including Notice or Notice pay in lieu of Notice while parting ways, as per your grade and designation, shall be applicable.
44. During the tenure of your service, as Zydus and its Affiliate (as applicable), are publicly traded listed entities in India, you or your immediate relatives or any person with whom you share Material Financial Relationship, while in possession of any unpublished price sensitive information ("UPSI") of Zydus and/or its Affiliate, (i) will not do any trading in the securities of Zydus and its affiliates and (ii) will not make any unauthorised disclosure of such UPSI to any third party, which is prohibited under SEBI (Prohibition of Insider Trading) Regulations, 2015 (www.sebi.gov.in).

Yours faithfully,

For, Zydus Occucare
(A Division of Zydus Lifesciences Ltd.)


RUPAK RATHORE
GENERAL MANAGER - HR

ENDORSEMENT OF ACCEPTANCE:

I unconditionally accept the above offer of appointment under the Company on the terms and conditions mentioned therein and I agree to abide by that.

Place:
Date:

Signature


Registrar
The IHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302022

Zydus Lifesciences Limited (formerly known as Cadila Healthcare Limited)

Regd. Office : 'Zydus Corporate Park', Scheme No. 63, Survey No. 536, Khoraj (Gandhinagar), Nr. Vaishnodevi Circle,
S. G. Highway, Ahmedabad-382 481, Gujarat, India. | Phone : +91-79-71800000, +91-79-48040000
website : www.zyduslife.com | CIN : L24230GJ1995PLC025878

351



Mu Sigma

Date: December 21, 2022

Tanisha Pravin Jain
Candidate ID: CPH20231505
Institute: IIHMR

Dear Tanisha,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka, KA – INDIA – 560066
Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com
CIN: U74140KA2005PTC036309

Gjaip

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



Mu Sigma

Your Decision Sciences Journey with us – Overview & Structure

During your course of employment, you will be learning and delivering value real-time every day.

Up to 120 Days: Induction & Training

You will undergo an immersive training in Mu Sigma's unique **Art of Problem Solving (AoPS™)** ecosystem to develop a problem-solving mindset that combines math, business, and technology with behavioral sciences & design thinking. You will be mentored to elevate your mindset, skillset, toolset, and you will be groomed by Decision Sciences practitioners who are abreast of current industry challenges and real-world problems, with access to Mu Sigma proprietary tools and central learning repository.

At the end of the program, you will be equipped with an experimentative, learning-driven and interdisciplinary approach to problem-solving and **you will be ready to be allocated in different fulfillment or enablement teams at Mu Sigma.**

Trainee Decision Scientist Journey

During your journey as a Trainee Decision Scientist, you will explore a wide range of cross-industry and cross-functional real-world problems with Fortune 500 customers across multiple industry verticals and business horizontals. You will have a 360° view to problem-solving and will experience the full life-cycle of a problem, all the way from problem-definition to solution implementation within the customer organization. You will observe first-hand, the impact of your work on the decisions of leading global organizations and innovate closely with the CXOs and senior leadership of industries.

Apprentice Leader Journey

Subject to satisfactory performance, you will be promoted to an Apprentice Leader (AL). As an AL, you will be a member of Mu Sigma's leadership community. You will be tasked with driving revenue growth, managing key accounts and customer relationships, mentoring Trainee Decision Scientists (TDS), and contributing to organizational initiatives.

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Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309

Signature

Signature

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



Mu Sigma

TERMS & CONDITIONS

Joining Date:

- We are pleased offer you the position of Trainee Decision Scientist with **Mu Sigma Business Solutions Private Limited** ('Company'). Your exact Date of Joining will be communicated at a later date.

Compensation:

- Once you execute the contract of employment and come on rolls of the Company on the communicated employment start date, your Cost to Company as mentioned in the Annexure 1.

Medical Insurance:

- In addition to the above, you will also be eligible for Medical Insurance covering hospitalization expenses of up to **INR 300,000** for you and up to three of your dependents defined as per Company medical insurance scheme.
- Critical Illness benefit cover: This will be in the form of a one-time payment of sum insured as per the company policy. This payment will be made only on the first instance of critical illness in the lifetime of the employee. This is applicable only for the employee.

General:

- This letter shall be a mere invitation to offer ("Offer Letter") and the acceptance of this Offer Letter is not to be considered as 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 up to any time.
- You will be required to submit documents such as educational certificates, ID proof / Address proof, Aadhaar card, photographs, PAN etc. in due course and execute agreements, which includes standard non-disclosure and inventions assignment agreements and appointment letter/contract of employment between you and the Company.
- You may write to us at campus_india@mu-sigma.com for any queries regarding this offer.

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309

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



Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Tanisha Pravin Jain
Candidate name

Tanisha
Signature

26th December, 2022
Date

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066
Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com
CIN: U74140KA2005PTC036309

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



Mu Sigma

Annexure 1

S.No	Particulars	2024	2025	2026	2027	CTC over 4 jumps
1	Total compensation on Joining till Jan 2025	5,00,000 (PA)				
2	1 st Jump - Jan 2025 Compensation Revision		6,50,000 (PA)			
3	2 nd Jump - Jan 2026 Compensation revision			8,00,000 (PA)		
4	3 rd Jump - Jan 2027 Compensation revision				10,50,000 (PA)	
5	Total Cost to Company					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

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CIN: U74140KA2005PTC036309

[Signature]

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

Placements

From: N Satheeshkanna
Sent: 26 December 2023 18:01
To: Anita Thapa
Subject: FW: Placement Invitation Letter - IIHMR Jaipur

From: DZXD (Debdatta Das) <DZXD@novonordisk.com>
Sent: Saturday, December 17, 2022 1:59 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: TSCB (Tanisha Chaubey) <tscb@novonordisk.com>
Subject: RE: Placement Invitation Letter - IIHMR Jaipur

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

Dear Satheesh,

Happy to inform you that we have selected below 6 candidates from IIHMR, Jaipur.
 Will get the updates related to offer letter in next week .

Congratulations to all the selected candidates and hope to see you all soon in Jan'23.

All the best!

Sr. No.	Roll No.	Salutation	Student Name	Final Status	Programme	Residential State
21	292	Ms.	Arpita Bhardwaj	Selected	MBA Pharmaceutical Management	Uttar Pradesh
26	329	Ms.	Rakhi	Selected	MBA Pharmaceutical Management	Bihar
27	334	Ms.	Sakshi Bohra	Selected	MBA Pharmaceutical Management	Rajasthan
28	343	Ms.	Shivangi Mishra	Selected	MBA Pharmaceutical Management	Haryana
29	346	Ms.	Silky Jaiswal	Selected	MBA Pharmaceutical Management	Madhya Pradesh
31	352	Ms.	Tanvi Mukesh Shah	Selected	MBA Pharmaceutical Management	Maharashtra

Thanks
Debdatta Das
 Sr. P&O Partner (Premix - South & East)

+91 8792908792 (mobile) |

From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent: Thursday, December 8, 2022 5:19 PM
To: DZXD (Debdatta Das) <DZXD@novonordisk.com>
Subject: RE: Placement Invitation Letter - IIHMR Jaipur

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ANNEXURE

Name	Tanvi Mukesh Shah
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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 1, Prabhu Dayal Marg
 Near Sanganer Airport, Jaipur-302029

Placements

From: vaibhav shewale <vaibhavshewalemba@gmail.com>
Sent: 17 February 2023 11:17
To: Placements
Cc: Anshu Aman
Subject: Fwd: Offer Letter

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

From: regionalhr kolkatta <regionalhr.kolkatta@wockhardt.com>
Date: Thu, Feb 16, 2023 at 5:16 PM
Subject: Offer Letter
To: vaibhavshewalemba@gmail.com <vaibhavshewalemba@gmail.com>
Cc: Durgesh Sharma <DSharma@wockhardt.com>, Shambhu Khetawat <SKhetawat@wockhardt.com>, Nilesh Sonar <nilesh.sonar@wockhardtfield.com>, Mukesh Karotiya <mukeshkarotiya@gmail.com>

To,

MR. VAIBHAV SHEWALE
MUMBAI

Dear Mr. Shewale,

This has reference to your application for employment in our Company and the subsequent interview you had with us. We are pleased to offer you an employment with us as **Key Account Manager based at Mumbai in grade FM 1 in our Wockhardt Antibiotic Discovery Division.**

Please note that this is merely an Offer Letter. The Company's standard Appointment Letter containing exhaustive terms and conditions of employment will be issued to you on your joining the Company which shall be binding on you.

Registrar

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

Your gross annual remuneration (C.T.C) will be Rs 5 lac as discussed.

Components	Per month	Per annum
Basic	12500	150000
HRA	6250	75000
Attire and Kit Allowance	1200	14400
Qualification Allowance	1500	18000
Position Allowance	18417	221000
Total - (A)	39867	478400
PF (12% of Basic) - (B)	1800	21600
Total = A+B (CTC)	41667	500000
Gratuity (4.81% of Basic Pay) - (C)	601	7215
Total = A+B+C	42268	507215
Gratuity will be payable as per the payment of Gratuity act – 1972.		

Medical test can be done at any of the SRL centres. The amount of (INR 1000) incurred for the test shall be reimbursed along with your first salary post submission of the original bill.

This offer is subject to submission of documents.

You are requested to join us latest by 20.02.2023 , failing which this offer of Employment stands withdrawn.

Kindly confirm your acceptance on the duplicate copy of this letter.

.Yours faithfully

for WOCKHARDT Ltd.

Durgesh Sharma

Authorised Signatory.

2


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

WE HAVE MAILED ONE ON LINE JOINING FORM IN YOUR MAIL BOX. PLEASE DO NOT CHANGE THE FORM NUMBER, FILL IT, & SUBMIT. IN CASE YOU HAVE ANY DIFFICULTIES, PLEASE CONTACT TO MR. GAURAB GHOSH @ 8820216156 or regionalhr.kolkatta@wackhardt.com

MEDICAL TEST

ECG, X-RAY of CHEST PA View.

2. Routine Blood Count.

3. Sugar fasting.

4. Blood Wasserman test – VDRL.

5. Blood grouping + Rh typing.

6. ROUTINE URINE & STOOL EXAMINATION.

7. FITNESS CERTIFICATE REQUIRE AFTER THROUGH MEDICAL CHECKUP BY A SENIOR PHYSICIAN.

8. *Medical test can be done at any of the SRL centers. The amount of (INR 1000) incurred for the test shall be reimbursed along with your first salary post submission of the original bill.

9. *Non SRL centre can be utilized only if SRL centre is not present at the location. The maximum amount Incurred for the test should not exceed (INR 1000). The maximum amount of (INR 1000) incurred for the test shall be reimbursed along with your first salary post submission of the original bill.

(Rs - 1000/-)

Thanks & Regards

Gourab Ghosh

HR Assistant East & West



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

8820216156

Please don't print this e-mail unless you really need to.

----- Disclaimer -----

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Sender notified by
Mailtrack


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

To
Mr/Ms G V N S Sudeepti,
Flat No:207, Hasthinapuram,
Hyderabad.
Ph.No: 8179800464

Dear Mr/Ms G V N S Sudeepti,

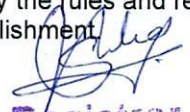
Sub: - LETTER OF APPOINTMENT

With reference to your application and subsequent interview you had with us, we have pleasure in appointing you for the position of **Executive in Marketing**, in the grade of **NA**, in our company on the following terms and conditions:

1. The place of posting will be at our **Galaxy Plot no 1 Survey No 831 Hyderabad knowledge city TSIC Raidurga Panmakth Serilinagampally Rangareddy Hyderabad 500032**.
2. You will be paid the Annual Salary Rs. 5,00,000 + statutory benefits rules of the company applicable to your cadre periodically.
3. You shall disclose pre-existing ailments voluntarily before joining the Company. However, this appointment and your continuance in the employment are subject to you being found medically, physically and mentally fit, that are required to discharge your functional responsibilities, by the authorized Medical Officer of the Company.
4. You shall be on probation for a period of Twelve months from the date of joining which may be extended at the discretion of the Management. Unless otherwise informed to you in writing, the probation period may deem to have completed successfully. During the probation period if your performance is found to be not satisfactory, your services are liable for termination without assigning any reasons whatsoever.
5. Your appointment is further subject to verification of the particulars furnished by you on the 'Application Form for Employment' and other documents submitted by you. In case any particulars mentioned by you and/or other documents, which you have submitted at the time of interview or joining or thereafter are found to be false or incorrect, your services during probation / confirmation shall be terminated forthwith without any notice and further appropriate legal proceedings will be initiated.
6. Your services shall be terminable with three month's prior notice in writing on either side or three months' Notice Pay in lieu thereof, after confirmation.
7. Acceptance of this offer also confirms your consent to the Company, to carry out necessary background verification/checks on your academic credentials, previous employment and other records etc by a third party Service Provider/ internal HR team. Submission of inappropriate/false information by you will lead to termination of your employment without any notice followed by appropriate legal proceedings.
8. You shall be governed by the Leave Rules of the Company and shall abide by the rules and regulations as well as Certified Standing Orders that are applicable to the establishment.

CIN: L24239TG1986PLC015190)

AUROBINDO PHARMA LIMITED


Registrar
The IIHMR University

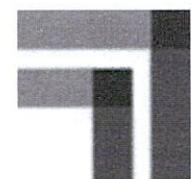
1, Prabhu Daya Nagar, AABCA7366H

Corp Off: Galaxy, Floors: 22 - 24, Plot No. 1, Survey No. 83/1, Hyderabad Knowledge City, Raidurga Panmaktha, Rangareddy Dist,
Hyderabad - 500 032, Telangana, India. Tel: +91 40 6672 5000 / 6672 1200 Fax: +91 40 6707 4044.

Regd Off: Plot No.2, Maithriviham, Ameerpet, Hyderabad - 500 038. T.S., INDIA Tel: 040-23736370 / 23747340 Fax: 040-23741080 / 23746833,

Email: info@aurobindo.com www. aurobindo.com

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02 February 2023

To,
Viraj Jain,
18-3/4 Gayatri sadan behind samruddhi clinic kardal road sapahel east

Dear Viraj,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

This letter is to confirm that we intend to offer you employment on the following terms and conditions:

- I. Your designation will be **Project Associate** in the Career **A3** Career Grade.
- II. Your Cost to Company (CTC) will be **INR CTC 7,00,000/-p.a.** You will also be eligible for other benefits as governed by our compensation philosophy, details of which shall be shared with the offer letter.
- III. The offer letter will be shared with you subsequently and closer to your date of joining which will be notified at a later date.
- IV. Indegene shall have the sole discretion to withdraw this Letter of Intent without assigning any reason.

Kindly note that your appointment is subject to the satisfactory verification of your documents and details mentioned in your employment application form and/or any information furnished by you at the time of interview, in addition to the fulfilment of the eligibility criteria. We look forward to having a long and fruitful relationship with you at Indegene, wish you all the best!

Please acknowledge this letter of intent on the duplicate copy of the same in token of your acceptance.


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

With best wishes,



Bina Patil

Vice President – Human Resources

indegene

Indegene Private Limited, Aspen Block G4, 3rd
Floor, Manyata Embassy Business Park, Outer Ring
Road, Nagawara, Bengaluru - 560 045, India

Phone: +91 80 4674 4567, +91 80 4644 7777
www.indegene.com



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

356

Date: 23rd Jan 2023

LETTER OF OFFER

Dear **Mr. Vivek Sharma,**

Consequent so your interview with us, we are pleased to inform you that you have been Selected as "Sales Specialist" and will be joining us on or before 20th March 2023. Your cooperation is imperative to assure on sustained success and growth.

Your gross annual remuneration (CTC) will be **Rs. 4,50,000/- (Rupees Finer Lakhs Only)** the detail salary breakup would be shared to you at the time of joining. You are initially appoint to work in Noida office

Your employment with our organisation would be governed by various policies, rules and guidelines of the organization

You will be on a probation period of Six Montha, during your probation period if your services we found satisfactory your employment can be terminated on immediate basis without any prior intimation If you resign during your probation period, you would be required to serve a notice period of 15 days. in case you decide to leave or actually leave without serving 15 days' police, you will be enquired to deposit one month's salary to the office/Company along with the and spent on your training, final or

Your employment would be doomed to confirm only after the written confirmation from the management

The offer letter is intent of making an employment proposition and would be deemed concluded only on acceptance of appointment letter that would be given at the time of joining as well as all the documents as mentioned in Annexure B.

Again, welcome! We hope that your career here will be gratifying one

Sincerely,

For THE ALIGNER COMPANAY

Chandragupt

Chandragupt Singh
HUMAN RESOURCE MANAGER

Kaluz

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



Deloitte Consulting India Private Limited
Salarpuria Softzone, Sy. No. 80/1, 81/1 & 81/2,
Bellandur Village, Varthur Hobli, Bengaluru South Taluk,
Outer Ring Road, Bengaluru – 560103, India

Tel: +91 080 6755 5000/ +91 080 6755 4000
www.deloitte.com

Nov 29, 2023

Mr. Yash Kalyani
92- Nandanvan Colony,
Nagpur- 440009
India

Subject: Offer of Employment

Dear Yash Kalyani:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **January 8, 2024**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

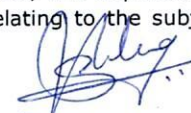
As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **January 8, 2024**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **January 8, 2024**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.


Registrar
The IIHMR University
3, Dabbu Industrial Marg
Near Sanganeer Airport, Jaipur-302029

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. - 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Yash Kalyani, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited
Best regards,

DocuSigned by:
Pooja Madnani
7689E5DB192A487...
By: _____
Signature

Authorized Signatory

Acceptance

I, **Yash Kalyani**, hereby accept the terms and conditions of this employment offer. Please sign and date your

Acceptance

Signature

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.11.29 12:08:44 -08:00

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

Annexure A

Mr. Yash Kalyani

Analyst

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	17,500	210,000
House Rent Allowance (HRA)	8,750	105,000
Special Allowance ^{1a & 1b}	11,867	142,404
Leave Travel Allowance ²	1,750	21,000
Differential Allowance	5,833	69,996
Meal Card ³	2,200	26,400
Employer's contribution to PF	2,100	25,200
Total Salary (in Rs.)	50,000	600,000
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium ⁴	3,014	36,167

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....


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

Annexure A

¹All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

**Employee Level -
Analyst**

^{1a}Communication Expenses

Only one Post paid mobile, one Land Phone
and One internet connection bill(s) can be
claimed.

Rs./₹ 3,000/- per month

^{1b}Fuel Expenses

Petrol / Driver / Insurance / Repairs &
Maintenance

Rs./₹ 7,500/- per month

^{1a} The internet/telephone/mobile bills should be in the Employee's name.

^{1b} For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current requisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		Two Wheelers
	<= 1600 cc	> 1600 cc	
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

² The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

³ Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

⁴ Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

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1, Prabhu Dayal Marg
Indraprastha, New Delhi-110029



Yash Kalyani

Bengaluru

Annexure B**Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")**

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Salarpuria Softzone, Sy. No. 80/1, 81/1 & 81/2, Bellandur Village, Varthur Hobli, Bengaluru South Taluk, Outer Ring Road, Bengaluru - 560103, India** (the "Employer") as **Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. Pre-existing Agreements or Arrangements. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such *Pre-existing Agreements or Arrangements* and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of Proceedings. Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity*.

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual, who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I

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Near Sanganer Airport, Jaipur-302029

represent and warrant that I am not currently aware of any present or past violation of this provision.

8. Authorization to Access Systems and Electronic Communications and use of Deloitte Property. I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. Security. I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of Works.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

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Prabhu Dayal Marg
Hyderabad - 500032, Telangana, India
202029

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. Pre-existing Creations; Personal Creations. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B**, and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- Employment Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- Employment Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: Personnel and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated; (b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- Employment Restrictions re: Deloitte Property. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect

any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- EMPLOYMENT OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licensor of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- Employment Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15, to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Bengaluru, Karnataka, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

DocuSigned by:
For Deloitte Consulting India Private Limited

Pooja Madnani

7689E5DB192A487...

Pooja Madnani

Talent

Authorized Signatory

Effective as of **January 8, 2024**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Yash Kalyani

Signature

Name



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.11.29 12:08:44 -08:00

[Signature]

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

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the “Deloitte U.S. Firms”), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited (“DTTL”) or any member firm of DTTL or affiliate thereof (collectively, the “DTTL Member Firms”) or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term “control” (including the terms “controlled by” and “under common control with”) means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information*, *Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United States Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works – all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.


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

Regd. Off.: Floor 4, Deloitte Tower 1, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India

GST Reg No: 36AABCD0476H1ZT

CIN: U72900TG2000PTC039976

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EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the *Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

<u>Title</u>	<u>Date</u>	<u>Brief Description</u>
--------------	-------------	--------------------------

Signature	Date
-----------	------

Yash Kalyani
Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Consulting India Private Limited

DocuSigned by:
Pooja Madnani
7689E5DB192A487...

Pooja Madnani
Talent

Its: Authorized Signatory
Date: Nov 29, 2023



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.11.29 12:08:44 -08:00

A n *Authorized Signatory's* signature is required only if *Pre-existing Creations* or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

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Prabhu Dayal Marg
Near Gandhinagar Airport, Jaipur-302029

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

Signature

Yash kalyani

Name

Date


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

EXHIBIT D

Exceptions to Post-Employment Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-Employment Restrictions
re: Clients

No, I do not have
Post-Employment Restrictions
re: Clients

Name of Client Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

DocuSigned by:
Pooja Madnani
7689E5DB192A487...

Pooja Madnani

Talent

Its: Authorized Signatory Nov 29, 2023
Date

I have read and understood the above policy terms.

Signature Yash Kalyani Date

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023 11 29 12:08:45 -08:00
A n Authorized Signatory's signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an Authorized Signatory indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

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

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **90 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloitte.net.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. <https://deloitte.net.deloitte.com/Pages/Home.aspx> for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **January 8, 2024**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Yash Kalyani

Signature

Name


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

Regd. Off.: Floor 4, Deloitte Tower 1, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India

GST Reg No: 36AABCD0476H1ZT

CIN: U72900TG2000PTC039976

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Nov 29, 2023

Mr. Yash Kalyani

92- Nandanvan Colony,
Nagpur- 440009
India

Training Agreement

Dear Yash Kalyani:

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **January 8, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed. We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

For **Deloitte Consulting India Private Limited**

DocuSigned by:

Pooja Madnani

7689E5DB192A487...

By:

Signature

Authorized Signatory


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

Placements

From: Rawatkar, Ateet <arawatkar@deloitte.com>
Sent: 09 September 2022 20:29
To: Priyanka Peter
Cc: Pillay, Kanchan; Menon, Hari; Singh, Shraddha; Ghosh, Arnab; N Satheeshkanna; Placements
Subject: Deloitte USI Consulting || Calling for Applications || IIHMR Jaipur
Attachments: Online Registration Guidelines.pdf; Batch Profile_Format.xlsx; Deloitte USI Consulting_Healthcare JD.pdf; Candidate details.xlsx

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.

Deloitte.

Deloitte Consulting | September 9, 2022



Eligibility criteria and profile details

Dear Team,

Thank you for your time.

As per our discussion, following are the eligibility criteria for the available positions:


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Near Sanganer Airport, Jaipur-302029

Profile: Digital Care / Operations Transformation - Analyst – Deloitte Consulting

Eligibility Criteria:

- Masters or Post Graduate Diploma – Specializations – Hospital and Healthcare Management/Healthcare Management, Rural Health/Pharma, HealthCare Informatics, HealthCare strategies & HealthCare IT Management, Health Policy and Administration, Hospital Administration, Health Information administration, Pharmaceuticals & Insurance
- 2023 Graduates only
- No active backlogs

Link to our Job Description & more on profile:	Please refer attached JD- <i>Deloitte USI Consulting_Healthcare JD.pdf</i>
Registration Link:	<u>Click Here</u>

The compensation set for the requisite role is **CTC ₹ 7,60,000**

Please share this email with all the students, as it is **mandatory** for them to register through this link to appear for the process. The attached PDF document will guide them through the online registration procedure.

Important dates for the process:

- Registration end date: **10- Sept-2022, 6:00 PM**
- Last date to share the candidate/applicant details on attached candidate details excel and the resumes: **10-Sept-2022, 6:00 PM**
- Online test process - **12-Sept-2022**
- Hiring event- **14-Sep-2022 9:00 AM onwards**

Please ensure all the below points are taken into consideration before the process:

1. **It is mandatory for all eligibility applicants to register on the registration link**
2. Request you to send the details of the candidates who have registered on the link in the attached excel by **10-Sept-2022, 6:00 PM**.
3. Students should have laptop/desktop with functional web-cam capability and stable and secure internet connectivity.

2


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

Please feel free to contact us if you have any questions.

Kind regards,
Campus Team

Disclaimer: This communication does not constitute a contract or offer of employment or impose upon Deloitte any obligation to hire or retain you as an employee. Deloitte retains absolute discretion and right in issuance/withdrawal of any offer letter, and any such issuance/withdrawal is subject to appropriate checks, and you meeting the requirements as per Deloitte policies.



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This communication contains general information only, and none of Deloitte Touche Tohmatsu Limited ("DTTL"), its global network of member firms or their related entities (collectively, the "Deloitte organization") is, by means of this communication, rendering professional advice or services. Before making any decision or taking any action that may affect your finances or your business, you should consult a qualified professional adviser.

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v.E.1


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



Deloitte Consulting India Private Limited
Salarpuria Softzone, Sy. No. 80/1, 81/1 & 81/2,
Bellandur Village, Varthur Hobli, Bengaluru South Taluk,
Outer Ring Road, Bengaluru – 560103, India

Tel: +91 080 6755 5000/ +91 080 6755 4000
www.deloitte.com

Nov 29, 2023

Mr. Yash Nagpal
R11303 Life Republic Marurji Hinjewadi Phase II,
Pune- 411057
India

Subject: Offer of Employment

Dear Yash Nagpal:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **January 8, 2024**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

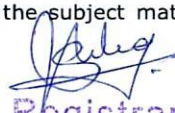
As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **January 8, 2024**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **January 8, 2024**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.


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In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. - 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Yash Nagpal, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited
Best regards,

DocuSigned by:
Pooja Madhani
7689E5DB192A487...
By: _____
Signature

Authorized Signatory

Acceptance

I, **Yash Nagpal**, hereby accept the terms and conditions of this employment offer. Please sign and date your

Acceptance

Signature

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.11.29 12:08:44 -08:00

[Signature]
Registrar
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1, Prabhu Dayal Marg
Sanganer Airport, Jaipur-302029

Annexure A

Mr. Yash Nagpal

Analyst

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	17,500	210,000
House Rent Allowance (HRA)	8,750	105,000
Special Allowance ^{1a & 1b}	11,867	142,404
Leave Travel Allowance ²	1,750	21,000
Differential Allowance	5,833	69,996
Meal Card ³	2,200	26,400
Employer's contribution to PF	2,100	25,200
Total Salary (in Rs.)	50,000	600,000
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium ⁴	3,014	36,167

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....


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Annexure A

¹All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

**Employee Level -
Analyst**

^{1a}Communication Expenses

Only one Post paid mobile, one Land Phone
and One internet connection bill(s) can be
claimed.

Rs./₹ 3,000/- per month

^{1b}Fuel Expenses

Petrol / Driver / Insurance / Repairs &
Maintenance

Rs./₹ 7,500/- per month

^{1a} The internet/telephone/mobile bills should be in the Employee's name.

^{1b} For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle -Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		Two Wheelers
	<= 1600 cc	> 1600 cc	
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

² The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

³ Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

⁴ Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.



Yash Nagpal

Bengaluru

Annexure B**Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")**

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Salarpuria Softzone, Sy. No. 80/1, 81/1 & 81/2, Bellandur Village, Varthur Hobli, Bengaluru South Taluk, Outer Ring Road, Bengaluru - 560103, India** (the "Employer") as **Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. Pre-existing Agreements or Arrangements. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of Proceedings. Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity*.

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I

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represent and warrant that I am not currently aware of any present or past violation of this provision.

8. Authorization to Access Systems and Electronic Communications and use of Deloitte Property. I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. Security. I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of Works.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. Pre-existing Creations; Personal Creations. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B**, and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- Employment Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- Employment Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: Personnel and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated; (b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- Employment Restrictions re: Deloitte Property. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect

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any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- EMPLOYMENT OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- Employment Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15, to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Bengaluru, Karnataka, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

DocuSigned by:
For Deloitte Consulting India Private Limited

Pooja Madnani

7689E5DB192A487...

Pooja Madnani

Talent

Authorized Signatory

Effective as of **January 8, 2024**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Yash Nagpal

Signature

Name



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.11.29 12:08:44 -08:00

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information*, *Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form – paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property – works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United States Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to; present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works – all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.


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

EXHIBIT B**Pre-existing Creations; Pre-existing Agreements or Arrangements**

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the *Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

<u>Title</u>	<u>Date</u>	<u>Brief Description</u>
---------------------	--------------------	---------------------------------

Signature

Date

Yash Nagpal

Name (Print)

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

DocuSigned by:

Pooja Madnani

7689E5DB192A487...

Pooja Madnani

Talent

Its: *Authorized Signatory*

Nov 29, 2023

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.11.29 12:08:44 -08:00

A n *Authorized Signatory's* signature is required only if *Pre-existing Creations* or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

[Signature]

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

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

Signature

Yash Nagpal

Name

Date


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

EXHIBIT D

Exceptions to Post-Employment Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-Employment Restrictions
re: Clients

No, I do not have
Post-Employment Restrictions
re: Clients

Name of Client Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

DocuSigned by:
Pooja Madnani
7689E5DB192A487...

Pooja Madnani

Talent

Its: Authorized Signatory Nov 29, 2023
Date

I have read and understood the above policy terms.

Signature Yash Nagpal Date
Name

 Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.11.29 12:08:45 -08:00
A n Authorized Signatory's signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an Authorized Signatory indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

[Signature]
Registrar
The IHMR University
3, Prabhu Dayal Marg
Indraprastha Extension, New Delhi-110029

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **90 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any Confidential Information or PII.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

Registrar
The IIMR University
1, Prabhu Dayal Marg
Jalandhar - 190002
Jalandhar - 190002

- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloitte.net.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. <https://deloitte.net.deloitte.com/Pages/Home.aspx> for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **January 8, 2024**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Yash Nagpal

Signature

Name


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



Nov 29, 2023

Mr. Yash Nagpal

R11303 Life Republic Marurji Hinjewadi Phase II,
Pune- 411057
India

Training Agreement

Dear Yash Nagpal:

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **January 8, 2024**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed. We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

For **Deloitte Consulting India Private Limited**

DocuSigned by:

Pooja Madhani

7689E5DB192A487...

By:

Signature

Authorized Signatory

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

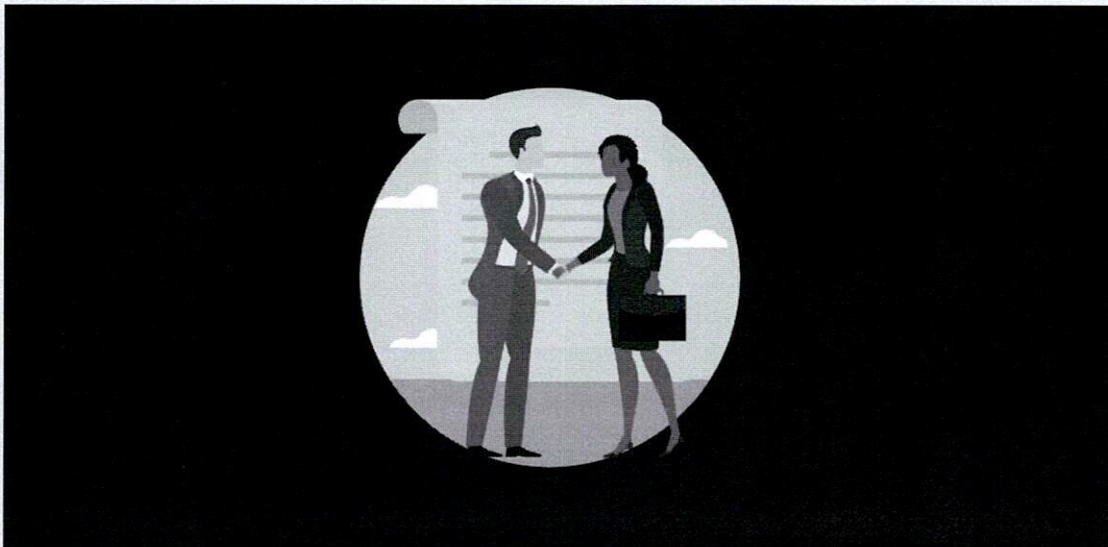
Placements

From: Rawatkar, Ateet <arawatkar@deloitte.com>
Sent: 09 September 2022 20:29
To: Priyanka Peter
Cc: Pillay, Kanchan; Menon, Hari; Singh, Shraddha; Ghosh, Arnab; N Satheeshkanna; Placements
Subject: Deloitte USI Consulting || Calling for Applications || IIHMR Jaipur
Attachments: Online Registration Guidelines.pdf; Batch Profile_Format.xlsx; Deloitte USI Consulting_Healthcare JD.pdf; Candidate details.xlsx

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.

Deloitte.

Deloitte Consulting | September 9, 2022



Eligibility criteria and profile details

Dear Team,

Thank you for your time.

As per our discussion, following are the eligibility criteria for the available positions:


Registrar
The IIHMR University
Near Sanganeer Airport, Jaipur-302029

Profile: Digital Care / Operations Transformation - Analyst – Deloitte Consulting

Eligibility Criteria:

- Masters or Post Graduate Diploma – Specializations – Hospital and Healthcare Management/Healthcare Management, Rural Health/Pharma, HealthCare Informatics, HealthCare strategies & HealthCare IT Management, Health Policy and Administration, Hospital Administration, Health Information administration, Pharmaceuticals & Insurance
- 2023 Graduates only
- No active backlogs

Link to our Job Description & more on profile:	Please refer attached JD- <i>Deloitte USI Consulting_Healthcare JD.pdf</i>
Registration Link:	<u>Click Here</u>

The compensation set for the requisite role is **CTC ₹ 7,60,000**

Please share this email with all the students, as it is **mandatory** for them to register through this link to appear for the process. The attached PDF document will guide them through the online registration procedure.

Important dates for the process:

- Registration end date: **10- Sept-2022, 6:00 PM**
- Last date to share the candidate/applicant details on attached candidate details excel and the resumes: **10-Sept-2022, 6:00 PM**
- Online test process - **12-Sept-2022**
- Hiring event- **14-Sep-2022 9:00 AM onwards**

Please ensure all the below points are taken into consideration before the process:

1. **It is mandatory for all eligibility applicants to register on the registration link**
2. Request you to send the details of the candidates who have registered on the link in the attached excel by **10-Sept-2022, 6:00 PM**.
3. Students should have laptop/desktop with functional web-cam capability and stable and secure internet connectivity.


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Near Sangner Airport, Jaipur-302029

Please feel free to contact us if you have any questions.

Kind regards,
Campus Team

Disclaimer: This communication does not constitute a contract or offer of employment or impose upon Deloitte any obligation to hire or retain you as an employee. Deloitte retains absolute discretion and right in issuance/withdrawal of any offer letter, and any such issuance/withdrawal is subject to appropriate checks, and you meeting the requirements as per Deloitte policies.



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Placements

From: Yogesh Kumar </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=72532C0622B543BA84ED5AD748AD5DC9-YOGESH.J21>
Sent: 24 February 2023 15:14
To: Placements
Cc: Anshu Aman
Subject: Fwd: Offer Letter of Mr. Yogesh, Wockhardt Metabolics, Ambala

Follow Up Flag: Follow up
Flag Status: Flagged

Good Afternoon,
 Here is my offer letter from WockHardt pharma

Regards
 Yogesh kumar

Get Outlook for iOS

From: Yogesh Kumar <yogesh.j21@iihmr.in>
Sent: Tuesday, February 21, 2023 10:27:49 AM
To: regionalhr delhi <regionalhr.delhi@wockhardt.com>
Cc: NARESH DHOUNDIYAL <naresh.dhoundiyal@wockhardtfield.com>; SHAMBHU GUPTA <shambhu.gupta@wockhardtfield.com>; Kandy S Kandasamy <KKandasamy@wockhardt.com>; LCS Sri Vishnu <LCSsriVishnu@wockhardt.com>; Durgesh Sharma <DSharma@wockhardt.com>
Subject: RE: Offer Letter of Mr. Yogesh, Wockhardt Metabolics, Ambala

Good morning sir,

I accept the offer letter and report on the 1st of march at your given location.

Thank you,
 Regards

Sent from Mail for Windows

From: regionalhr delhi
Sent: 20 February 2023 16:34
To: Yogesh Kumar
Cc: NARESH DHOUNDIYAL; SHAMBHU GUPTA; Kandy S Kandasamy; LCS Sri Vishnu; Durgesh Sharma
Subject: Offer Letter of Mr. Yogesh, Wockhardt Metabolics, Ambala

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. Yogesh,

Wockhardt is a true Indian Multi-National Company with a multi-ethnic workforce of **8600 Associates from 21 different nationalities** globally. We have 3 research centers and 12 manufacturing plants, with businesses ranging

from the manufacturing and marketing of Pharmaceutical and Bio-pharmaceutical formulations, Active Pharmaceutical Ingredients (APIs) and Vaccines.

The company has successfully created an integrated multi-technology capability to manufacture all types of dosage forms including sterile injectables and lyophilized products. Highly skilled technicians operate 12 manufacturing facilities that are US FDA, UK MHRA and EMEA compliant sites in India, the US and Europe. It is with immense joy and pride we share with you that Wockhardt Group has won 3 awards in "Great Place To Work" contest, for 2015.

This has reference to your application for employment in our Company and the subsequent interview you had with us. We are pleased to offer you an employment with us as **Territory Manager based at Ambala grade FM1 in our Wockhardt Metabolics Division.**

Please note that this is merely an Offer Letter. The Company's standard Appointment Letter containing exhaustive terms and conditions of employment will be issued to you on your joining the Company which shall be binding on you.

You are requested to go through your pre-employment medical check up and this offer will only be valid upon you being found medically fit.

***Medical test can be done at any of the SRL centres (List attached).The amount of (INR 1000) incurred for the test shall be reimbursed along with your first salary post submission of the original bill.**

***Non SRL centre can be utilized only if SRL centre is not present at the location. The maximum amount Incurred for the test should not exceed (INR 1000). The maximum amount of (INR 1000) incurred for the test shall be reimbursed along with your first salary post submission of the original bill.**

You are requested to join us on 01st March 2023 at Delhi.

Office address is –
**Wockhardt Ltd,
304,3rd Floor, Copia Tower,
Jasola District Centre,
Behind Apollo Hospital, New Delhi – 25**

Timings- 9.00 a.m.

Failing which this offer of Employment stands withdrawn.

- Scan Copy of Resignation letter and address proof needs to send across to the undersigned minimum 2 days prior to the date of joining, along with Aadhar No. or UIDAI (Unique Identification Authority of India) is mandatory.**

Kindly confirm your acceptance on the duplicate copy of this letter.

Name: **Mr. Yogesh**

Designation: **TM**

Components	Per month	Per annum
Basic	12500	150000

HRA	6250	75000
Attire and Kit Allowance	1200	14400
Qualification Allowance	1500	18000
Position Allowance	18417	221000
Total - (A)	39867	478400
PF (12% of Basic) - (B)	1800	21600
Total = A+B (CTC)	41667	500000
Gratuity (4.81% of Basic Pay) - (C)	601	7215
Total = A+B+C	42268	507215
Gratuity will be payable as per the payment of Gratuity act - 1972.		

An early response to the same is highly appreciated. Looking forward to have an amicable association with you.

Request you to acknowledge the mail with your acceptance for us to proceed with other formalities. More information on HR policies will be shared with you during HR induction upon your joining.

Welcome to Wockhardt Family!

Regards,

Durgesh Sharma
Senior Manager - HR

<https://in.linkedin.com/company/wockhardt>

 WOCKHARDT	LIFE WINS	GREAT PLACE TO WORK	Best Companies to Work for 2015	 Winner of 3 A ★ Ranked # 1 ★ Ranked # 31	Wockhardt Limited, Wockhardt Towers, Bandra Kurla Complex, Bandra (East) Mumbai - 400051
Wockhardt Group: Pharmaceuticals Biotechnology Hospitals Communities					

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