

27th April 2024

Mr. Aaditya Trivedi
Business Development Associate
Subject: Offer Letter

Dear Aaditya,

Welcome to the FARE Labs Family.

This is with reference to your application followed by round(s) of interviews, you had, and we are pleased to make an offer to you for the position of "Business Development Associate" on a CTC of **Rs. 4,80,000 (Four Lakh Eighty Thousand only) Per Annum** including PF & other deductions.

You are requested to join on **07th May 2024 at 9:30am** and meet the undersigned to complete joining formalities followed by induction. Kindly carry originals and copies of the following documents.

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

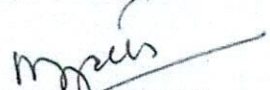
Your Appointment Letter will be handed over after verification and due diligence, which will outline terms of appointment, benefits associated with employment, probation period, annualleaves, and breakup of salary etc., as already discussed with you at the time of interview.

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

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

Once again, we welcome you and look forward to fulfilling years with FARE Labs.

For FARE Labs Private Limited,


Dr. Meenakshi Tripathi
[President]

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


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

Medical Fitness Certificate

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

Certificate

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

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

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

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

Mark(s) of Identification: _____

(Signature of the Candidate)

(Signature of Civil Surgeon/

Assistant Civil Surgeon/ Medical Officer)

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


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

N Satheeshkanna

From: ShivaniMahadkar@TorrentPharma.com
Sent: 18 November 2023 18:02
To: N Satheeshkanna
Cc: NehaShah@Torrentpharma.com; AmrutaPatnaik@TorrentPharma.com; Vinod Tejwani
Subject: Selected students_ IIHMR

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 Satheeshkanna,

This is to inform you that, we have selected following students for our Product Management Team based at Corporate Office, Ahmedabad. As per our earlier discussion, the Remuneration (Specific Amount): Rs. 4.00 lpa on joining, 4.75 lpa on confirmation.

1. Anil Hambarde
2. Varnika Thapa
3. Aakash Jain

This is for your information and records.

Shivani Shah

Manager | HRD | Corporate Office
M: +91-7069000208, T: 91-79-26599000, 91-79-26582100, Ext: 9208
Torrent House | Off. Ashram Road, | Ahmedabad - 380009



www.torrentpharma.com

From: Shivani Mahadkar/HRD/CRP/Torrent
Sent: 01 November, 2023 14:53
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: Neha Shah/HRD/CRP/Torrent <NehaShah@Torrentpharma.com>; Amruta Patnaik/HRD/CRP/Torrent <AmrutaPatnaik@TorrentPharma.com>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Subject: RE: IIHMR University, Jaipur student details and resume for Torrent Pharma

Hi Satheeshkanna,

As discussed, there is a small change in schedule. Instead of 6th November, our panel will be travelling there on 7th & 8th November.

Please find the agenda.

7th November :

- Pre-placement talk
- Overview of Torrent Group
- Overview of Torrent Pharma and Job responsibilities in PMT
- Campus Visit
- Aptitude Test of shortlisted students

8th November :

- Personal interview of shortlisted students with Panel (Technical & HR round)


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

Shivani Shah

Manager | HRD | Corporate Office

M: +91-7069000208, T: 91-79-26599000, 91-79-26582100, Ext: 9208

Torrent House | Off. Ashram Road, | Ahmedabad - 380009



www.torrentpharma.com

A handwritten signature in blue ink, appearing to be 'B. Singh'.

Registrar

The Jai Prakash University

1, Jai Prakash Dayal Marg

Near Sanganeer Airport, Jaipur-302029



Registered Office :
"Cadila Corporate Campus"
Sarkhej-Dholka Road, Bhat,
Ahmedabad - 382 210, Gujarat, India.

Phone : +91-2718-351000
Fax : +91-2718-225039
Website : www.cadilapharma.com
CIN : U24231GJ1991PLC015132

Jun 11, 2024

To,

Ms. Aayushi Jaisawal
E-413, Scheme no.51
Near Aarogya Hospital,
Indore(M.P), 452006

Contact No: -8962465665

E-Mail: aayushijaiswal2809@gmail.com

Dear Ms. Aayushi,

We are pleased to offer you the position of **Management Trainee – BSBU (Marketing)** subject to the following terms and conditions:

1. This position will be based at **Bhat**.
2. You will be paid compensation as mutually discussed and agreed upon.
3. As discussed during the interview, kindly ensure that you fix up your accommodation and shift your family at new location before joining with us.
4. This appointment is subject to your being found medically fit. Kindly get yourself examined by a registered medical practitioner and bring along your medical examination report duly complete as per the **Annexure 2** on your joining date.
5. Kindly arrange to send the copy of the resignation letter submitted to your present employer.
6. Please note that this offer letter is valid till **Jun 24, 2024 (Monday)** for joining the services of **Cadila Pharmaceuticals Ltd** failing which the offer will stand withdrawn.
7. We will issue you regular appointment letter with details on the actual date of your joining.

You are requested to return the duplicate copy of this offer as a token of your acceptance and confirm the exact date of your joining with our organisation.

We are happy to welcome you to be a member of **Cadila Pharmaceuticals Ltd** family.

With Best Wishes,

Authorized Signatory
Human Resources

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

The Care Continues...

Annexure – 1

Name	Ms. Aayushi Jaisawal
Designation	Management Trainee – BSBU (Marketing)
Location	Bhat

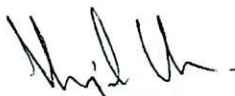
Components	Per Month	Per Annum
Basic	22500	270000
House Rent Allowance	9000	108000
Professional Pursuit Allowance^	13100	157200
Fixed Compensation (A)	44600	535200
Employer PF Contribution*	2700	32400
Superannuation Contribution*	1800	21600
Gratuity*	900	10800
Total Retirals (B)	5400	64800
Total Fixed Pay (A+B)	50000	600000

Important Points to be noted:

- *Provident fund, Gratuity and other statutory benefits payable as per the rules of Act and guidelines published by company will be in force from time to time. Superannuation will be payable on completion of continuous service and contribution of 5 years.
- Mobile Reimbursements and Medical Insurance will be applicable as per Company Policy.
- Income Tax / Professional Tax / any other cess / tax levied by Central / State Govt. shall be deducted at source, as applicable for the time being.
- ^Flexi-pay components with monthly entitlements under PPA. All components are voluntary as per employee's choice for Tax saving purposes only, can be opted at the time of on-boarding.



Prepared by



Approved by

Accepted by:

Signature:

Date:


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



Committed Partners to
Healthcare Providers

OFFER LETTER
Private & Confidential

March 22, 2024

To

Abhijeet
GTK Highway Road, Khanpur
North West Delhi
Delhi - 110036

Subject: Offer for Employment

Dear **Abhijeet**

Based on the communication as well as the information shared by you for suitable position with **Provident Healthcare Asia (a registered subsidiary of GR Health Aids Pvt Ltd)**. We are happily willing to extend an offer for employment.

Your work place will be the state of Gujarat. You may be deputed/ transferred to work at any of the other branches of the company as and when considered necessary, solely at the discretion of the management.

We are pleased to offer the position of "**Sales Trainee**" based at **Delhi** with Provident Healthcare Asia. Your date of joining will be on **April 1, 2024**. We expect that your contribution would bring great value to the organization.

Compensation

Your annual compensation will be **INR 600,293/- (INR Six Lakh Two Hundred Ninety Three only) per annum**, subject to tax deductions as applicable as per company and government norms.

Probation

You will be on probation for a period of six months from the date of joining. On satisfactory completion of the probation period, you will be confirmed for the regular employment with company.

During the course of your employment with the company, you will use your best efforts and exercise to the utmost degree of skill, competence and diligence in performing your service. Such service shall be rendered each business day during normal business hour and as may be applicable per the company policy from time to time.

Notice

You shall be required to serve at least one month notice to the Company, shortfall if any in your notice period will be adjusted from your salary.



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Termination

As a confirmed employee, your employment with the company may be terminated upon giving one month's prior written notice, or by payment of proportionate salary* in lieu thereof. (*salary will be calculated on basic monthly salary). Further, at the time of leaving, you must ensure that all your ongoing activities are successfully completed.

Important

You agree that no time during the term of your employment with the Company will you engage in any business activity which is competitive with the Company nor work for any company which competes with the Company.

The compensation information is highly confidential. We request you to use discretion in handling your compensation related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any unauthorized disclosure of compensation information will tantamount to violation of the confidentiality and ethics policy.

Other terms & conditions of your employment will be specified in your appointment letter.

Note

Please Share Your Acceptance Of The Offer Within Two (2) Working Days From The Date Of Issue Of This Letter; This Offer Is Subject To Your Acceptance In Writing.

For Provident Healthcare Asia

Rishab Chanana
Director

I, accept the above terms & conditions as explained during our interaction. I would fulfill the formalities as per the timelines to join as per the letter.

Name:

Signature:

Date:

Place:



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Annexure – 1 Documents Required at The Time of Joining

1. Copies Of Degree Certificates
 - Graduation
 - Post-Graduation
 - Others
2. 4 Passport Size Photographs
3. Copy Of The Relieving Letter From Previous Employer (If Previously Employed)
4. Copies Of Experience Certificates (If Previously Employed)
5. Copy Of Last 3 Months' Salary Slip / Salary Certificate (If Previously Employed)
6. Copy Of Photo ID Card – 1nos
7. Copy Of PAN Card – 1nos With Self-Attestation.
8. Copy Of Aadhaar Card



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Annexure II: Salary Components

Fixed Compensation	Monthly Amount (Rs.)	Yearly Amount (Rs.)
Basic	19,479	2,33,750
HRA	9,740	1,16,875
Special Allowance	9,740	1,16,875
ANNUAL BASE SALARY	38,958	4,67,500
Statutory Benefits		
CO's contribution to PF @12% of Basic salary*	2,338	28,050
Gratuity @4.81% of Basic salary**	937	11,243
Total Statutory benefits	3274	39,293
Total Fixed Pay	42,233	5,06,793
Management Performance Bonus/Incentive Plan		
Bonus Plan 20% at Target on Annual Base Salary		93,500
Total Annual Gross Salary		6,00,293
* Company contribution as per EPF & Delhi Act		
** Gratuity to be paid as per Indian Gratuity Act		
Note : Above payment are subject to income tax, as applicable		
a) MEDICLAIM : HOSPITALISATION COVERAGE : The Policy covers self, spouse and two children subject to the over all limit of Rs. 7 Lacs per annum		
b) Term Life Insurance Benefit upto 5 times A+B8:K30nnual base Salary (Joining)		

GR Health Aids Private Limited B-15/3 Industrial Area, GT Karnal Road, Delhi-110033, India; Ph:-011-27232308, 27232309; M:-915809803300; e-mail: support@healthaids.in
Provident Healthcare Asia Branch Office: 406 Global Foyer, Golf Course Road, Sector-43, Gurugram-120027, Haryana, India
www.healthaids.in

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

Placements

From: Abhishek Rewaskar <rewaskarabhishek05@gmail.com>
Sent: 12 July 2024 11:42
To: Vinod Tejawani; Placements
Subject: Fwd: Proposed Employment Offer - Mr. Abhishek - Management Trainee - Lifeline Drug Store

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

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

From: **Muhammed Juraij** <muhammed.juraij@burjeelholdings.com>
Date: Thu, 11 Jul, 2024, 6:41 pm
Subject: Proposed Employment Offer - Mr. Abhishek - Management Trainee - Lifeline Drug Store
To: rewaskarabhishek05@gmail.com <rewaskarabhishek05@gmail.com>
Cc: Asha Dilbagh <asha.dilbagh@burjeel.com>, ABU RAMEES <abu.ramees@burjeelpharmacy.com>

Classification Confidential

Dear Mr. Abhishek,

Greetings from Burjeel Holdings!

Following your recent interview, we are pleased to offer you the position of **Management Trainee** in **Lifeline Drug Store**.

Please refer to the particulars of the proposed offer below for your reference.

PERSONAL DATA & JOB PARTICULARS

Name	Mr. Abhishek Rewaskar	Job Title	Management Trainee
Nationality	Indian	Department	MMD
Date of Birth	18th February 2001	Reporting to	Head of Department
Marital Status	Single	Business Unit	Lifeline Drug Store

Category	Non – Clinical/Admin	Contract Type	Limited
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SALARY PARTICULARS-PER MONTH

Basic Salary	AED	1,400/- (One Thousand Four Hundred Only)
Housing Allowance (HRA)	AED	Bachelor's Sharing Accommodation Equivalent to AED 500/-
Special Allowance	AED	1,050/- (One Thousand and Fifty Only)
Transportation Allowance	AED	1,050/- (One Thousand and Fifty Only)
Gross Salary	AED	3,500/- (Three Thousand Five Hundred Only)

TERMS & CONDITIONS

Employment Contract Status	Single Status - Employee visa expenses shall be borne by the company
Hours of Work	48 Hours (6 days a week)
Probation Period	06 Months
Notice Period	03 Months
Annual Leave	30 Calendar Days as per UAE Labor Law
Medical Insurance	Insurance Coverage for self – Can avail if on employment visa only.
Air Ticket	Fixed allowance (Economy airfare) for self, upon completion of once every 2 years of service based on origin. (Can avail if on employment visa, in case of contract expiry with non-renewal separations, I ticket only or the allowance will be reimbursed)
End of Service Settlement	As per UAE Labor Law

----- the undersigned, hereby confirm my acceptance of the foregoing terms & conditions of employment and confirm my agreement to this offer. I also hereby authorize the company to conduct an employment and educational verification and cooperate with any third-party authorized by the company for this purpose. By executing and returning this Offer Letter, I confirm, not having any existing legal cases, disciplinary or other actions or claims pending against me and that I am not obligated under any non-compete, restrictive covenants with my previous employer(s) or any third party. My execution and performance of this Offer Letter and any potential employment documents will not violate any law or contractual obligations towards any third party. To this extent I fully indemnify and hold the Company.

date

- This employment offer & the terms and conditions mentioned above are subject to the successful completion of background verification/health authority license, employment visa permits by the respective authorities of UAE, Insurance provider's clearance (if applicable) and all requested documents verified and attested.
- Should you (the Employee) rescind/revoke this offer after countersigning, the Employee undertakes to pay within five (5) business days of the Company (the Employer) all recruitment expenses, including but not limited to, visa, airfare, insurance (including malpractice and health cost, licensing, administration, or other costs incurred by the Employer.
- Please do not resign or obtain release from your current employer unless confirmed by email from the Talent Acquisition department.
- Any related additional cost will be the responsibility of applicant (i.e., BAN removal, health authority license renewal, certificate attestation requests).
- This offer would be valid for 03 days from the date forwarded to the applicant. In case the applicant does not confirm acceptance within the period, the company may consider the given offer null and void.
- The contents of this document are confidential and intended solely for the recipient only. Reproduction or forwarding is strictly forbidden.

Kindly requesting you to verify the personal details (*name, nationality, date of birth & marital status*) in proposed offer.
Looking forward to hear from you at the earliest.

DISCLAIMER: Burjeel Holdings or any of its affiliates are not associated with third-party recruiters and no fee is levied from the candidate for any jobs that we offer. You are hereby requested to inform the HR department/Burjeel Holdings Talent Acquisition department in-case of any payment demanded from you with this regard by any entity.

For further details, please visit hospital official careers page.

Thanks & Regards,

Muhammed Juraij
HR Executive

muhammed.juraij@burjeelholdings.com
www.burjeelholdings.com
PO Box: 7400, Abu Dhabi, UAE

Disclaimer: The information contained in this message may be confidential and legally protected under applicable law. The message is intended solely for the addressee(s). If you are not the intended recipient, you are hereby notified that any use, forwarding, dissemination, or



MARKETSANDMARKETS

**MarketsandMarkets
Research Private Limited**

Corporate office: Level 1, Tower B-5,
SEZ, Magarpatta City,
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Date: 18-Mar-24

To,
Akshay Kumar
V P O Gurkari Shiv Nagar Colony, Kangra, Himachal Pradesh, 176001

Dear Akshay,

We are pleased to offer you the role of **Management Trainee** with **MarketsandMarkets Research Pvt. Ltd.** You will be part of the MarketsandMarkets team with an anticipated start date of **18-Mar-24.**

The key terms and conditions of employment are as set out in this letter:

Location of work

Your initial place of work will be **Pune**, However, your services are transferable, and you may be assigned, after reasonable notice, to any location in India or abroad where MarketsandMarkets conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

Full time employment

Upon successful completion of your education degree, you will become Research Associate (a full-time employee) until then you will be treated as a **Management Trainee**.

You would not be directly or indirectly involved in any other form of employment apart from MarketsandMarkets during your tenure. Any such deviation/request must be routed through the Head of HR for approval.

Probation Period :

You will be on probation for a period of 6 Months.

Compensation

Management Trainee

You will draw a Monthly Gross Salary of INR 30,000. For Salary break up please Refer **Annexure B.**

Research Associate (Refer Annexure C) – Fulltime Employee

Once you are moved to the role of an Associate, your revised compensation will be INR 5,50,000 Per Annum of which your fixed component will be INR 5,00,000 Per Annum and your variable component will be INR 50,000 (to be paid on Monthly basis on pro-rata), the breakup of which is given in Annexure B.

[Signature]
Registrar
The IIHMR University
1, Prabhu Dayal Marg
Sector 14, Jaipur-302029



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**MarketsandMarkets
Research Private Limited**

Corporate office: Level 1, Tower B-5,
SEZ, Magarpatta City,
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

The salary structure in the offer is as per the current employment and compensation structure of the Organization and will be governed in due course by the relevant policies of the Company as may be in force from time to time and subject to deductions under applicable laws as may be in force from time to time.

Variable Structure

The variable performance bonus is based on your performance in line with the goals and objectives defined by the Company for your role as also the Company's performance overall and any criteria as may be laid down by the company in its policies from time to time. Relevant details pertaining to the prevailing variable scheme shall be communicated to you once you join the Organization.

Service Agreement

As discussed, agreed and acknowledged by you during the time of interview; upon joining, you will be required to sign a service agreement which is for a period of 18 months and you will be liable to pay the Company an amount equivalent to INR 1,00,000 as penalty if you do not complete 18 months period. The details of which will be included in the Service Agreement.

Relocation

To assist with your relocation, you will be eligible for a relocation amount to an upper limit of **Rs 10,000**. In addition to this Company will provide lodging for 7 days. Such relocation amount can be claimed only upon submission of the Original receipts/bills and Original boarding pass and such reimbursement must be claimed within 1 year from the Date of Joining. Non-compliance of the above may result in non-reimbursement of the relocation expenses.

If you voluntarily resign from the Company within 12 months of your Date of Joining, the relocation amount in full shall be reimbursed by you immediately failing which the Company shall be entitled to such remedies or recourses as available under law.

Insurance

The company offers a medical Insurance scheme through its empaneled Insurance partners covering hospitalization expenses of upto **INR 2,00,000** as governed by the terms of such scheme and policy document which will be made available to you once you join the Organization.

Background checks

The Company shall be entitled, at its discretion, to conduct reference and / or background checks as per Company policy and this offer is conditional upon the result of such checks. In the event the results of such checks are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer / or terminate employment at any time.

Office Hours

You are required to work in according to the time schedule for the **APAC/EU Geography** being assigned to you. In all cases, the expectation is 9 hours of login time which includes an hour's break. You may also need to stretch as per the business needs.

-MarketsandMarkets Confidential-

Registered Office
The Jain University
Jain Dayal
Near Sanganeer Airport, Jaipur-302029



MARKETSANDMARKETS

**MarketsandMarkets
Research Private Limited**

Corporate office: Level 1, Tower B-5,
SEZ, Magarpatta City,
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Reporting Structure

Your immediate reporting will be to the **Senior Analyst/Team Lead** or anyone delegated by **Manager -Research/Domain Head in Future**

Copyright and Disclosure

During the period of your Job with the Company, you shall be liable to disclose all copyright works or designs originated, conceived, written, or made by you or in which you have participated with others, either on completion or in marketable form, promptly when required by the company. All rights and copyrights of the work / material you produce either at the company's premises or elsewhere shall belong to the company.

During the course of your engagement confidential information will/ may be made available to you, which must not be given out or used outside. In the event of termination of engagement, whether voluntary or involuntary, this information should not be disclosed, used or exploited by you with any other individual, company or service.

Termination of employment while on probation

Without prejudice as per the current terms of the offer, either party can terminate the employment by issuing a notice to the other of Two Months while the employee is in a probationary phase with the Organization. The notice clause applicable once the employee is confirmed with the Organization shall depend on the role and job level of the employee and is detailed in the Appointment letter which the employee is expected to sign as part of his/her appointment with the Organization. The Company reserves the right to refuse reimbursement of notice period from the employee and can insist that the employee serve the full notice period which the employee is obligated to do. The employment may also be terminated by the Company without notice for cause including but not limited to failure to perform duties, willful dishonesty, fraud, disobedience, poor performance, disorderly behavior, negligence, indiscipline, unauthorized absence from duty, conviction by any court of law, etc. Termination of employment and consequences of termination shall be governed by the applicable clauses as contained in the employment agreement.

General

This letter shall be construed to be a mere invitation to offer ("Offer Letter") and the acceptance of this Offer Letter is not to be considered to be a binding contract guaranteeing employment for any specific duration. The Company reserves the right to vary or alter the terms and conditions of this Offer Letter and the right to revoke this Offer Letter without cause and without notice period of such revocation upto any time prior to the Date of Joining.

You are bound to abide and adhere to the policies, rules and regulations enforced by the company from time to time including those related to conduct, discipline, benefits, salary review, retirement and any other matters as though these rules, regulations and orders were a part of the agreement. Such policies rules and regulations may be subjected to alteration and amendment at The Company Name's own discretion by the management.

-MarketsandMarkets Confidential-

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



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**MarketsandMarkets
Research Private Limited**

Corporate office: Level 1, Tower B-5,
SEZ, Magarpatta City,
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Non-Competition and Non-Solicitation

For a period of 2 years after the termination of your employment with the Company, you will not directly or indirectly be associated with, manage or advise a Company or firm that is in the same business as the company, unless with the specific written approval of the Company.

After termination of your employment with the Company, you agree not to hire the services of any individual employed with the Company, either on permanent or a temporary basis, to directly promote the business of any new Company or concern you may be associated with for a period of six months from the date of exit.

On the Date of Joining, you will be required to execute the Company's standard non-disclosure and inventions assignment agreements, the Company's standard employment agreements and such other documents as may be required by the Company's policies in force at such time.

Governing law

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

Roles and Responsibilities:

- Conduct market research, using both systematic and intuitive research techniques, on new high growth technologies and products within an industry vertical to meet unmet needs of the market.
- Perform secondary research to build the analytical sections within each report and to identify data-points / market trends that would validate the market data against internal databases.
- Undertake primary research activities, such as identifying interview participants, developing contacts, and participating in interviews to generate quantitative and qualitative insights.
- Follow the table of content to complete the in-depth market assessment for individual Micro and Macro markets.
- Contribute to market engineering by assessing current market size and building forecast models for micro and macro markets across North America, Europe, APAC, and ROW
- Contribute to competitive intelligence sections in research studies by analyzing the key market players, their strategies, and their product portfolios.
- Analyze market shares of the top leaders & provide critical argument on the future leaders.
- Co-ordinate with senior research analyst/analyst and other members of the team to complete assigned tasks.


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SEZ, Magarpatta City,
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Acceptance of our offer

Please acknowledge a copy of this Offer Letter as a token of your acceptance within **next two working days**, failing which this Offer Letter shall stand terminated automatically. Any inability on your part due to any reason whatsoever to join the Company on or before the Date of Joining should be reported to the contact persons as mentioned in **Annexure A**, failing which the Company shall have the right to withdraw this Offer Letter at its discretion.

The Company is excited about your joining and looks forward to a beneficial and productive relationship.

Sincerely,

Dhara Shah

Vice President - Human Resources

On behalf of MarketsandMarkets Research Pvt Ltd

Declaration

I have carefully read and understood the terms of this agreement /offer letter including Annexure 1 and Annexure 2 and accept the same unconditionally. I agree to be bound by rules and regulations of the company as may be amended from time to time.

Agreed to and accepted:

Akshay Kumar

Signature

Date

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



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**MarketsandMarkets
Research Private Limited**

Corporate office: Level 1, Tower B-5,
SEZ, Magarpatta City,
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Annexure A

Documents required at the time of joining

We request you to submit copies of the following documents:

- a. Resume/CV copy
- b. Copy of X, XII, Graduation, PG Degree / Diploma / other qualification Certificates / Degree
- c. Identity & Address Proof : Driver's license / Election ID Card
- d. Service certificates / Relieving letter of the last employer (if employed previously)
- e. Passport
- f. Latest salary slip [for last three months]
- g. 1 cancelled cheque of any bank, saving account's in your name
- h. Experience certificates (from at least previous 2 employers)
- i. Copy of PAN Card and Aadhar Card
- j. Copy of TDS certificate/Form 16 of previous employer
- k. Your appointment letter at your last company and also all the subsequent compensation review letters, if any.
- l. Particulars of blood group and any medical allergies
- m. Recent passport sized photographs (five nos)

The Company reserves the right to request for any additional documents to be submitted along with the above on the Date of Joining or at any time during the term of employment

Contact Person:

- Pranav Kulkarni
+91-8087401206
pranav.kulkarni@marketsandmarkets.com
hrops@marketsandmarkets.com


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The IHMR University
1/5, 1st Floor, Deyel Marg
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Research Private Limited

Corporate office: Level 1, Tower B-5,
SEZ, Magarpatta City,
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Annexure B : Management Trainee

Name	Akshay Kumar	
Designation	Management Trainee	
Date of Joining	18-Mar-24	
CTC	3,90,300	
COMPONENTS	Monthly (Rs.)	Annual (Rs.)
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
Education Allowance	0	0
Hostel Allowance	0	0
LTC/LTA	0	0
Food Allow/Meal Vouchers	0	0
Special Allowance	9,003	1,08,036
Sub Total (A)	30,003	3,60,036
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
Total Reimbursement (B)	0	0
Total Gross Salary(C=A+B)	30,003	3,60,036
P.F.(Employer contribution)	1,800	21,600
E.S.I. (Employer contribution)	0	0
Gratuity	722	8,664
Total Deferred Benefits(D)	2,522	30,264
CTC(E=C+D)	32,500	3,90,300
Variable- Performance Bonus		0
TOTAL ANNUAL CTC		3,90,300


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SEZ, Magarpatta City,
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Annexure C : Research Associate

Name	Akshay Kumar	
Designation	Associate	
CTC	5,50,000	
COMPONENTS	Monthly (Rs.)	Annual (Rs.)
Basic Salary	16,700	2,00,400
HRA	6,680	80,160
Education Allowance	200	2,400
Hostel Allowance	600	7,200
LTC/LTA	2,783	33,400
Food Allow/Meal Vouchers	0	0
Special Allowance	12,100	1,45,204
Sub Total (A)	39,064	4,68,764
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
Total Reimbursement (B)	0	0
Total Gross Salary(C=A+B)	39,064	4,68,764
P.F.(Employer contribution)	1,800	21,600
E.S.I. (Employer contribution)	0	0
Gratuity	803	9,636
Total Deferred Benefits(D)	2,603	31,236
CTC(E=C+D)	41,700	5,00,000
Variable- Performance Bonus		50,000
TOTAL ANNUAL CTC		5,50,000

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Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Salary Structure Clause

Leave Travel Allowance claims will be treated as per existing tax laws and the remainder will be paid as Special Allowance and taxed accordingly.

The performance based variable pay is an indicative amount and may vary depending on your performance and the Company's performance.

You should be on the rolls of the company at the time of the payout to be eligible for performance based variable Pay. You would not be eligible for this payout if you have resigned /exited or serving notice.

Please note:-

- PF amount mentioned shall differ based on nationality as per governing laws.
- Conditions Apply as per the prevailing company policy.

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

HRD/COV/1008040250/24-25

Mr. Akshay Narayan Shinde
Post Dhonde Pimpalgaon,
Tq.Mantha Dist. Jalna,
Maharashtra-431504
India
Ph: +91-7061844365

Infosys®

Navigate your next

October 8, 2024

Dear Akshay,

Welcome to Infosys!

At Infosys, our purpose is to amplify human potential and create the next opportunity for people, businesses and communities. Our employees are key to realizing this. It is our continuing ambition to find and retain people who believe in our values and share our desire to build a great company.

It is therefore with great pleasure that we offer you the position of **Associate Consultant** with Infosys Limited (hereinafter referred to as "**Company**" or "**Infosys**").

Please see enclosed the offer of employment.

The offer of employment shall remain valid for a period of 14 (fourteen) calendar days from the date of the offer of employment unless withdrawn by the Company at any time before your explicit acceptance.

The offer of employment shall be deemed to have been rejected by you, in the event : (i) you fail to communicate your acceptance to the offer within 14 (fourteen) calendar days from the date of the offer of employment where you have not been granted any extension of time by Infosys to communicate your acceptance; or (ii) you notify Infosys in writing that you are rejecting the offer of employment or (iii) you do not join the Company at the Location specified below or any other location that may be informed to you.

Please note that all the employees of Infosys are required to be double vaccinated against Covid-19 unless an exemption exists, for which satisfactory medical evidence will need to be submitted to Infosys at the time of joining.

We look forward to working with you and wish you success in your career with us.

Warm regards,

Sushanth Tharappan
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by SUSHANTH
MICHAEL THARAPPAN
Date: 2024.10.08 15:12:16 IST
Reason: Digitally Signed
Location: Bangalore

Infosys Limited
SEZ Survey No. 41 (pt) 50 (pt), Pocharam Village
Singapore Township PO, Ghatkesar Mandal
Rangareddy District, Hyderabad 500 088, India
T 040 40600000
F 040 666341356

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

Corporate Office:
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

October 8, 2024

HRD/1008040250/24-25

Mr. Akshay Narayan Shinde
Post Dhonde Pimpalgaon,
Tq.Mantha Dist. Jalna,
Maharashtra-431504
India
Ph: +91- 7061844365

Dear Akshay,

The details of your offer of employment with the Company, are mentioned below:

1. Role Designation : Associate Consultant**2. Role : Associate Consultant****3. Job Level : 4****4. Joining Date**Your scheduled date of joining the employment is **October 14, 2024**.**5. Location**Your location for employment is **HYDERABAD (SEZ)**, SEZ Survey No. 41 (pt) 50 (pt), Pocharam Village Singapore Township PO, Ghatkesar Mandal Rangareddy District, Hyderabad 500 088, India.

You may be asked to relocate to any of the Company's units, departments or the offices of the Company's affiliates* and/or the offices of the Company's customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant policies of the Company in that work location.

Please be advised that you, by accepting this offer of employment, hereby give your irrevocable consent to the above.

**For the purpose of this offer of employment, 'Affiliate' means an entity that controls, is controlled by, or is under common control of the Company. 'Control' includes the right to appoint majority of the directors or to control the management or policy decisions exercisable by a person or persons acting individually or in concert, directly or indirectly by virtue of their shareholding or management rights or shareholders agreements or voting agreements of in any other manner.*

INFOSYS LIMITED

SEZ Survey No. 41 (pt) 50 (pt), Pocharam Village

Singapore Township PO, Ghatkesar Mandal

Rangareddy District, Hyderabad 500 088, India

T 040 40600000

F 040 666341356

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The IIHMR University
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Near Sangner Airport, Hyderabad 500 029

Corporate Office:

CIN: L85110KA1981PLC013115

44, Infosys Avenue

Electronics City, Hosur Road

Bangalore 560 100, India

T 91 80 2852 0261

F 91 80 2852 0362

askus@infosys.com

www.infosys.com

6. Probation and Confirmation

You will be on probation for a period of 6 (six) months from the date of joining the Company. During your probation, you will be continuously assessed for your suitability to continue in service. In evaluating your suitability, your adherence to the Company policies and applicable laws will also be considered. Notwithstanding anything stated herein, and without limiting the rights of the Company, the Company would be entitled to terminate your services immediately without any notice during your probation, for the occurrence of any action/omission, including but not limited to the following:

- (a) for failure to submit the documents required by the Company, details of which are enclosed in Annexure - IV;
- (b) for failure to pass background checks to the satisfaction of the Company, including inability to prove employment with previous employers (i) by way of submission of statement of bank account which evidences salary payments by the previous employer, or (ii) statement of provident fund account which evidences contribution of provident fund by the previous employer, or (iii) submission of Form 16/Income tax returns filed, as issued under the Income Tax Act, 1961 or any other applicable law;
- (c) for failure to perform the duties that you are capable of performing and as required by the Company;
- (d) for any action/omission which may render you unsuitable for the role, as determined by the Company; and
- (e) for any other reason, as considered appropriate by the Company.

Your probation shall be confirmed only upon a written communication from the Company.

7. Duties

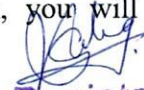
You will perform day to day duties and activities in accordance with the job description for your Role, as well as other duties you are capable of performing, as required by the Company.

Your position, duties and reporting lines may be changed by the Company as required, from time to time, and you will be informed in writing of those changes.

Unless you are informed otherwise, these terms will continue to apply to you, even though your position, duties and reporting lines may change.

8. Leave

You are entitled to earned leave, right from your date of joining. You will be eligible for 15 (Fifteen) working days of leave annually, during probation. On confirmation, you will be eligible for 20 (Twenty) working days of leave annually.


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The leaves are credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. The leave year is the calendar year and not the fiscal year.

The Company's policies also provide for Maternity, Paternity and Bereavement leave. Further details will be provided to you at the time of joining.

9. Promotion and Progression

The Company is committed to a performance-based culture. Career progression and increments in your salary will depend significantly upon your performance and demonstrated achievement of agreed business outcomes and desired professional behaviour. A formal assessment of your performance will be periodically conducted in line with the Company's performance appraisal process with which you will be required to become familiar with, and in which you will need to participate.

10. Compensation and Benefits

Salary

Your Fixed Salary including retinals will be **INR 63,751 per month** and Total Gross Salary inclusive of the Performance Bonus and retinals will be **INR 70,834** per month. Your salary is based on the work performed by you and includes an amount to compensate you for any reasonable additional hours worked by you. The break-up of your salary has been provided in the Compensation Details sheet at Annexure - I.

Basket of Allowances (BOA)

The Basket of Allowances is part of your Fixed Salary.

You will have the flexibility of choosing the components of your BOA and the amounts under each of such components that you have chosen, as per the options provided to you on the Company's intranet.

Performance Bonus

You will be eligible for a Performance Bonus (as per the Company's Bonus Plan) of **INR 7,083** per month, at a maximum payout of 100%. The Company operates a non-contractual Bonus Plan linked to your performance, Company's performance and your unit / department's performance. Any Performance Bonus amount awarded shall be entirely at the discretion of the Company. The Company reserves the right to amend the non-contractual Bonus Plan at any time. The break-up of your salary has been provided in the Compensation Details sheet at Annexure - I.

Guaranteed Performance Bonus

For the first 6 (six) months of your employment with the Company, you will be paid **50%** of your Performance Bonus amount as mentioned in the above clause (Performance Bonus), as a Guaranteed Performance Bonus. The Performance Bonus mentioned in above clause is inclusive of, and not in addition to Guaranteed Performance Bonus.

Ex - Gratia / Bonus

You will be eligible for an ex - gratia/ bonus payout which is calculated at **20%** of the basic salary as mentioned in the Compensation Details sheet at Annexure - I of this offer of employment. The mode of payment will be as follows:

95% of the ex-gratia/bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

National Pension Scheme

The Company offers all India based employees the option to contribute towards the national pension scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks.

Insurance

Health Insurance: You will be eligible to participate in a Group Health Insurance Scheme and covered by default under the standard health insurance plan as per the applicable Company Health Insurance Policy. You may also choose to enhance the benefits with other participatory optional health insurance plans.

Life Insurance: You will be covered under the Group Life Insurance Scheme, managed by Infosys Employee Welfare Trust ("**Trust**"). The Trust is established for the benefit and welfare of the employees of the Company and provides assistance to the employees in various forms including but not limited to extension of medical facilities. All employees become members of the Trust, by a one-time payment of **INR 250** and a fixed monthly contribution of **INR 325** which may increase from time to time. You hereby provide consent for such amounts to be deducted from your monthly salary.

The details of the scheme(s) would be available to you when you join the Company.

11. Work Health and Safety

11.1. You agree to comply with all the directions and instructions emanating from the Company regarding health and safety and shall also take all reasonable steps to ensure that you do not undermine your health and safety or the health and safety of any other person during the period of your employment with the Company.

11.2. You hereby acknowledge and agree that you are medically fit, at all times, to discharge the role and duties entrusted to you by the Company. In the event, the Company has any concerns about your fitness to work at any point in time, the Company may require you to consult and/or undergo a medical examination with a registered medical practitioner as nominated by the Company. You hereby agree to provide the Company with a copy of any such medical reports/results and/or authorize the Company to communicate with the concerned medical practitioner regarding your fitness to return to work. In the event, you are declared medically unfit to discharge your role and duties by a registered medical practitioner or you fail to discharge your role and duties on account of your continued ill health/prolonged illness, your employment may be terminated in accordance with the Company procedure.


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11.3. You hereby acknowledge and agree that in the event you contract any infectious or contagious disease, you will immediately report this information to your manager and/or the BP-HR and upon the Company's direction, you shall not enter the office of the Company or that of the customer, until permitted to return. The Company also reserves the right to refuse entry into the workplace to any individual who is deemed by the Company to be unfit at its sole discretion, in the interest of providing a safe and hygienic environment for all the employees and third parties visiting the workplace. You hereby agree that during such period when you are not working, you will be on earned leave and upon exhaustion of the earned leave, on unpaid leave.

11.4. You may be required to provide the Company with a medical certificate from a registered medical practitioner to verify a leave claim made on account on sickness.

12. Notice Period and Termination of Employment

Prior to the commencement of your employment with the Company, this offer of employment may be terminated by the Company without any notice to you.

During your probationary period and post confirmation of your employment with the Company, you will be required to give 3 (three) months' notice or salary thereof in case you decide to leave the services of the Company, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the 3 (three) months' notice period. Similarly, the Company can terminate your services with immediate effect and on such termination the Company can give you 3 (three) months' notice or salary thereof.

Your services can be terminated without notice or payment in lieu of notice, at any time, for the occurrence of any of the below act(s)/omission(s), including but not limited to the following:

- (a) engagement in misconduct;
- (b) loss of confidence by the Company;
- (c) engagement in any conduct which brings or may bring the Company into disrepute;
- (d) convicted of an indictable offence or enter a plea of guilty to a charge brought for an indictable offence;
- (e) in any other circumstance, in which the Company has the right to do so in accordance with the applicable law in force, including any significant breach of the terms and conditions of your offer of employment and/or breach of the Company policies.

13. Garden Leave

The Company may place you on paid leave and direct you to comply with all or part of the following in such circumstances including but not limited to, following the notice to terminate your employment by either party:

- (a) not to perform any duties for part or all of the notice period or be employed or engaged in the conduct of any activity of the Company;
- (b) not to enter the premises of the Company;


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(c) not to contact or have any communication with customers, prospective customers, employees, consultants, prospective investors, suppliers, distributors, shareholders, agents, representatives or other business contacts of the Company; and/or

(d) remain available to be called upon during your ordinary hours of work as specified by the Company.

During such period, the Company may appoint 1 (one) or more persons to replace you in the performance of the duties of your position.

During such period, the Company shall continue to pay you, your salary and provide your contractual benefits, but shall have no obligation to provide you with any work or opportunities to earn/accrue incentives/commission over and above your salary and all duties of your employment (express and implied) will continue, including but not limited to your duties of fidelity, good faith and exclusive service.

14. Termination Obligations

If your employment is terminated, then you must immediately return all confidential information and any other property of or relating to the Company or the customer, subsidiary or associated companies of the Company which you may have, without retaining any copies of the same.

On termination of your employment for any reason:

(a) you must repay all the monies owed to the Company;

(b) the Company will pay all entitlements owed to you; and

(c) the Company can, to the maximum extent permitted by law, withhold and set-off any amount owed by you under sub-clause (a) from or against any amount owed to you under sub-clause (b).

In the event your employment is terminated due to misconduct while on secondment, to an affiliate of the Company, or any third party, then your employment with the Company shall also stand terminated.

You hereby acknowledge and agree that any statutory or other 'last in, first out' rule or any modification thereof shall not apply to you in the event of termination of your employment with the Company for any reason.

15. Deductions

During the course of your employment, you authorize and permit the Company to make any deductions, as required, from your salary in accordance with the applicable law and Company policies. The deduction can include but not be limited to: (a) personal calls made through phone provided by the Company; (b) personal expenses incurred on a Company-issued credit card; (c) recovery of any owed amounts to the Company; (d) personal use of Company-provided facilities; (e) recovery of any tax amounts paid by the Company.



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16. Background checks

The Company may, at any time and at its discretion conduct background checks prior to or after your expected joining date or at any time during the course of your employment with the Company, to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Annexure - IV.

You acknowledge and agree that the aforementioned information and/or documents provided by you to the Company are true, complete and correct and you have not withheld any information from the Company that would affect your ability to successfully carry out your employment with the Company.

If you fail to submit the necessary information and/or documents as required by the Company within the specified time period or if the Company is not satisfied with the outcome of the background checks, or if the Company finds at any time that any information and/or documents given by you are not correct, true or complete in all respects, the Company may at its discretion and to the fullest extent permitted by applicable law, revoke this offer of employment prior to your acceptance, or terminate your employment without notice or payment of compensation.

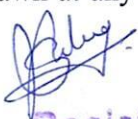
When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information and/or documents including but not limited to: (i) statement of bank account which evidences salary payments by previous employer, or (ii) statement of provident fund account which evidences contribution of provident fund by previous employer, or (iii) submission of Form 16/Income Tax Returns issued/filed under the Income Tax Act, 1961 or any other applicable law, or (iv) proof of submission that your Aadhaar number is linked with your Universal Account Number ("UAN") as issued by the Employees' Provident Fund Organisation, India.

Please note that the Company requires you to furnish a copy of your passport at the time of joining.

17. Conflict of Interest

You agree to cease any existing engagement, whether full-time or part-time, as director / partner / member / employee / sole proprietor of any other organization / entity / sole proprietorship engaged in any form of business activity or public or charitable endeavour prior to joining the Company. You agree to ensure that your last working day with such organization/entity, whether full-time or par-time, is at least one working day prior to your start date with the Company.

You agree not to be, whether full-time or part-time, a director / partner / member / employee / sole proprietor of any other organization / entity / sole proprietorship engaged in any form of business activity or public or charitable endeavour, at any time during the course of your employment with the Company, without the written consent of the Company and to avoid situations that may lead to absenteeism, tardiness, conflict of interest or poor job performance. The consent may be given subject to any terms and conditions that the Company may think fit and such consent may be withdrawn at any time at the discretion of the Company.


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18. Other terms and conditions

18.1. You agree that your primary graduate educational degree and where applicable your post-graduate educational degree which are relevant to the role offered to you is secured under a regular full-time program and not through any distance learning and/or part time program. You further agree and acknowledge that all your educational degrees are secured from educational institutions approved by University Grants Commission (UGC)/ All India Council for Technical Education (AICTE)/ Association of Indian Universities or such of its successors. The Company reserves the right to recognize any educational degree or diploma secured from any other educational institution, in its sole and absolute discretion.

18.2. You hereby agree to provide the Company with the information and/or documents, as required, to enable the Company generate a UAN at the time of joining the Company where you do not have an existing UAN.

18.3. You hereby acknowledge and agree that, at all times during the course of your employment with the Company, you will act in compliance with your obligations under Section 142 of the Code on Social Security, 2020 or such other law, which requires you to establish your identity through your Aadhaar number provided to you under the provisions of the Aadhaar (The Targeted Delivery of Financial and Other Subsidies, Benefits and Services) Act, 2016 or any other law in force for time being.

18.4. Subject to applicable laws, you shall communicate to the Company within a period of 2 (two) working days, in the event of any change in your citizenship status and/or your ability to lawfully work in India. Subject to applicable laws, you also consent to and agree that the Company may, at any time during your employment, perform a check on your citizenship status, and confirm your right to work in India.

18.5. You hereby acknowledge and agree to abide by all internal policies of the Company, which you will be able to access, upon joining, on the intranet. These policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these policies, at any time, in its sole and absolute discretion and you hereby consent to the same.

18.6. You hereby agree that based on the nature of your work and business requirements, you may be required to work on rotational shifts including night shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company will be made applicable to you.

18.7. You hereby agree and acknowledge that, at all times during the course of your employment with the Company, you will physically report to work at your location for employment, as mentioned in Clause 5 of this offer of employment, unless otherwise communicated to you by the Company. In the event, you fail to physically report to work at your location for employment in disobedience of the Company's direction to report to work without any justifiable reasons, the Company reserves the right to initiate appropriate action against you.



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Near Sanganer Airport, Jaipur-302029

18.8. The Company may at any time or times, in the event of a fire, catastrophe, natural or man-made disasters, breakdown of machinery, communication equipment, statutory restrictions, failure / stoppage of the power supply, epidemic, pandemic, civil commotion, shortage of orders or other trade reason, financial difficulty, economic conditions, or any other cause which is beyond the reasonable control of the Company, suspend work, close down any department or departments wholly or partially for any period or period. You hereby agree to be on earned leave and upon exhaustion of the earned leave, on unpaid leave for the period you have been laid off by the Company.

18.9. You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights Agreement (as provided at Annexure III), the Code of Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with the Company. This offer of employment is also conditional upon your acceptance and execution of the Customer Connection Agreement (Annexure II).

18.10. This offer of employment constitutes and records the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other previous negotiations, understandings, contracts, agreements, representations, warranties, memoranda or commitments, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

18.11. If any of the terms or conditions of this offer of employment are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer of employment and the remaining terms and conditions shall continue in force.

18.12. The waiver by the Company of any breach of any term of this offer of employment will not prevent the Company from subsequently enforcing that term and it will not be deemed a waiver of any subsequent breach.

18.13. This offer of employment shall be governed by the laws of India, and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.


Registrar
The IHMP University
1, Pratiksha Marg
New Sangam Park, Jaipur-302029

As a token of your acceptance of this offer of employment, please bring a duly signed duplicate copies of the offer of employment and all the accompanying annexures, on the date of joining.

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

Yours sincerely,

Sushanth Tharappan
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer of employment.

Date: _____, 20____

Sign your name

Insert your name Location

Annexures: Compensation Details (Annexure I)
Customer Connection Agreement (Annexure II)
Confidentiality and Intellectual Property Rights Agreement (Annexure III)
List of Documents (Annexure IV)

Signature Not Verified

Digitally signed by SUSHANTH
MICHAEL THARAPPAN
Date: 2024.10.09 15:12:16 IST
Reason: Digitally Signed
Location: Bangalore


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ANNEXURE - I

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Akshay Narayan Shinde			
ROLE	Associate Consultant			
ROLE DESIGNATION	Associate Consultant			
1. MONTHLY COMPONENTS				
BASIC SALARY				31,880
BASKET OF ALLOWANCES				20,136
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				6,057
MONTHLY SALARY				58,073
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				319
FIXED SALARY (1+2)				58,392
3. PERFORMANCE BONUS			Performance Bonus Amount as mentioned in Clause	
PERFORMANCE BONUS			7,083	
TOTAL GROSS SALARY (INCLUSIVE OF PERFORMANCE BONUS) (1+2+3)			65,475	
4. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			3,826	
GRATUITY - 4.81% of Basic Salary*			1,530	
COST TO COMPANY (1+2+3+4)			70,834	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	Fifty Thousand (without security)	@7%	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The Company in its sole and absolute discretion can restructure the components of the Fixed Salary, without changing the Total Fixed Salary. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act or the Code on Social Security, 2020, as may be applicable.				


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ANNEXURE - II
CUSTOMER CONNECTION AGREEMENT

I _____ accept employment with Infosys Limited ("**Infosys**").

I hereby acknowledge and agree that, for a period of six (6) months following the termination (whether voluntary or involuntary) of my employment with Infosys for any reason, I will not work for or provide any services to a Customer, either directly or indirectly in any Capacity.

For the purposes of this Customer Connection Agreement ("**Agreement**"):

"**Capacity**" shall include working for or providing any services as an agent, consultant, director or employee to the Customer and/or to any contractor or any supplier of the Customer.

"**Customer**" means any person, firm or entity or its affiliates or its successors-in-interest, who is a client of Infosys and/or its affiliates and with whom I had worked or dealt in a professional capacity at any time during the twelve (12) months immediately preceding the termination of my employment with Infosys.

Employee Signature:

Employee Name: Akshay

Kumari

Acknowledged by Infosys Limited:

Sushanth Tharappan
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by SUSHANTH
MICHAEL THARAPPAN
Date: 2024.10.08 15:12:16 IST
Reason: Digitally Signed
Location: Bangalore


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ANNEXURE - III

CONFIDENTIALITY AND INTELLECTUAL PROPERTY RIGHTS AGREEMENT

This Confidentiality and Intellectual Property Rights Agreement (hereinafter referred to as "**Agreement**") is entered into on October 14, 2024 (hereinafter referred to as "**Effective Date**"), at Post Dhonde Pimpalgaon, Tq.Mantha Dist. Jalna, Maharashtra-431504 by and between:

Infosys Limited, having its registered office at No. 44, Hosur Road, Electronics City, Bengaluru, Karnataka (hereinafter referred to as the "**Company**")

AND

Akshay Narayan shinde, residing at Post Dhonde Pimpalgaon, Tq.Mantha Dist. Jalna, Maharashtra-431504 (hereinafter referred to as "**Employee**")

RECITALS

1. The Company and the Employee are entering into, an employment relationship.
2. In the course of that relationship, the Employee may gain access to or use confidential information and other valuable and protectable information of the Company and its customers, suppliers or vendors.
3. The Employee agrees to deal with confidential information in accordance with the terms of this Agreement.

In consideration of the employment provided by the Company and other mutual promises and agreements contained herein below, the receipt and sufficiency of which are hereby acknowledged, the Company and the Employee agrees as follows:

1. CONFIDENTIAL INFORMATION

1.1 Confidential Information means and includes non-public information and information which is confidential including proprietary information and other information related to the business of the Company, its affiliates or any third parties with which the Company associates such as customers, suppliers, whether or not such information is expressly marked or designated as confidential information and includes but is not limited to:

(a) trade secrets; financial information; contracts; technical data; business data; customer lists, supplier lists; information relating to the management, personnel, strategies or policies of the Company and systems processes, methods, pricing and products of the Company.

(b) Information created or developed by the Employee in the course of employment with the Company, including the strategies, correspondence, reports, articles and other documents, artwork plans, designs, software and discoveries.



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(c) information supplied by, relating to or confidential to any other persons.

(d) information that has an actual or potential value to the Company, where the Employee has received, created or developed that information: (i) in the course of employment with the Company (whether or not prior to the date of this Agreement); or (ii) as a result of, or aided by, the existence of an employment relationship with the Company or any of its related body corporates, whether existing or having ceased to exist.

(e) any information which could be reasonably expected to be considered as confidential.

(f) any copies, summaries or notes of confidential information and any other materials incorporating, or derived from, confidential information.

1.2 Confidential information does not include any information that is, or becomes, public knowledge without any fault of the Employee.

1.3 The Employee's obligations under this Agreement shall cease to apply in respect of any confidential information the disclosure of which is required under the applicable law in force or pursuant to a valid order of a court of competent jurisdiction or an authorized government agency, provided that the disclosure does not exceed the extent of disclosure required by such law, regulation, or order.

2. CONFIDENTIALITY OBLIGATIONS

2.1 The Employee agrees and acknowledges that during the course of his employment with the Company, the Employee shall use and have access to confidential information that are not a matter of public record, solely by virtue of his employment and for the purpose of enabling the Employee to discharge his obligations towards the Company as an employee.

2.2 The Employee agrees and acknowledges that the confidential information will not be disclosed by him to any person without the prior written approval of the Company. The Employee must not disclose confidential information to another employee of the Company except on a need-to-know basis and only with the prior approval of the reporting manager of the Employee.

2.3 The Employee agrees to maintain strict confidentiality in respect of all the confidential information both during his/her employment and subsequent to his/her employment with the Company.

2.4 The Employee must take all reasonable precautions to prevent an unauthorised disclosure of confidential information, including the following:

(a) the Employee must at all times store confidential information safely and securely; and

(b) the Employee must not remove confidential information from the premises at which it is stored except where it is necessary to do so.

2.5 The Employee agrees to assist in any legal proceedings initiated to protect confidential information.


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2.6 The Employee shall, upon termination of his employment or at the request of the Company, immediately deliver all media embodying confidential information that is in the Employee's possession, custody or control, without retaining a copy of the same.

2.7 The Employee agrees to comply with any other reasonable obligations relating to confidential information, as required from time to time by a customer or supplier or vendor of the Company.

3. INTELLECTUAL PROPERTY RIGHTS

3.1 The Employee further agrees that all copyright, ownership and intellectual property rights in any work of any nature carried out by him during the course of his employment with the Company shall vest with and remain with the Company, customer, or supplier as the case may be. The Employee agrees that he will not be entitled to claim any right, title or interest therein, including moral rights. In the event it should be established that such work does not qualify as a 'Work Made for Hire', the Employee agrees to and does hereby assign to Company all of his right, title, and interest in such work product including, but not limited to, all copyrights, patents, trademarks, and other proprietary rights which relate in any way to the business or contemplated business, research, or development of the Company. The Employee further acknowledges and agrees that the Company may, in its sole discretion, assign to third parties all such intellectual property rights.

3.2 The Employee agrees that he shall not disclose to any person all or any part of the intellectual property rights in any work of any nature carried out by him during the course of his employment, belonging to the Company, customers, or suppliers as may be the case. The Employee agrees to maintain strict confidentiality in respect of all such intellectual property rights both during his employment and subsequent to his employment with the Company.

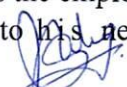
3.3 Both during the term of this Agreement and thereafter, the Employee agrees to fully cooperate with the Company in the creation, establishment, protection and enforcement of any intellectual property rights that may derive as a result of the services performed by him under the terms of this Agreement. This shall include executing, acknowledging, and delivering to the Company all documents or papers that may be requested by the Company to enable the Company or customers, or suppliers of the Company to create, establish, publish or protect said intellectual property rights.

3.4 If requested by the Company, the Employee agrees to promptly return to the Company all materials, writings, equipment, models, mechanisms, and the like obtained from or through the Company, including, but not limited to, all confidential information, all of which the Employee recognizes is the sole and exclusive property of the Company.

4. GENERAL

4.1 Survival: The Employee's obligations under this Agreement shall survive indefinitely, notwithstanding any termination of the Employee's relationship of employment with the Company.

4.2 Notification to new employer: In case the Employee leaves the employment of the Company, he hereby acknowledges and grants consent to the Company to notify to his new employer about his rights and obligations under this Agreement.


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4.3 Non Solicitation of other employees: The Employee hereby acknowledges and agrees that for a period of 12 (twelve) months immediately following the termination of his relationship with the Company for any reason, whether with or without cause, he shall not either directly or indirectly solicit, induce, recruit or encourage any of the Company's employees to leave their employment, or take away such employees, or attempt to solicit, induce, recruit, encourage or take away employees of the Company, either for himself or for any other person or entity.

4.4 Notification to the customer: In case the Employee's employment with the Company is terminated (whether by the Company or by him), or his engagement with a particular customer is terminated or changed by the Company, the Employee hereby acknowledges and agrees that the Company shall be solely responsible for notifying the concerned customer of the Company of the fact, timing, and details of such termination or change.

In addition, in the event that the Employee decides to terminate his employment with the Company, the Employee acknowledges and agrees that he will first notify the Company of his resignation before discussing it with any customer of the Company, and will desist from any such discussions until the Company has had a reasonable period of time to notify its customers of the same.

4.5 Ability to enter into Agreement: The Employee hereby represents and warrants to the Company that he is not a party to or otherwise bound by any agreement that may, in any way, restrict his right or ability to enter into this Agreement or otherwise be employed by the Company. Additionally, the Employee hereby acknowledges and agrees that he will not reveal to the Company, or otherwise utilize in his employment with the Company, any proprietary trade secrets or confidential information of any previous employer.

4.6 Rules and Regulations of the customer and the Company: The Employee acknowledges that during the course of his employment with the Company, he may be deputed on specific project/projects of customers. The Employee hereby agrees that during such deputation he will fully, punctually and to the satisfaction of the Company and such customers comply with all the rules and requirements relating to non-disclosure, confidentiality, security checks and procedures or any other related matters, as may be prescribed by such customers.

The Employee further agrees to strictly and conscientiously abide by the rules, regulations and security policies related to network security both at the Company and at customer sites. The Employee agrees to adhere to the specific security measures at the customer sites unequivocally and to the satisfaction of the Company and the customers.

4.7 Governing Law: This Agreement shall be governed by the laws of India. The Company and the Employee hereby agrees to the exclusive jurisdiction of the courts in Bangalore, India.

4.8 Waiver: The waiver by the Company of any breach of any term of this Agreement will not prevent the Company from subsequently enforcing that term and it will not be deemed a waiver of any subsequent breach.

4.9 Severability: If any word, phrase or clause of this Agreement is held to be void, illegal or unenforceable, that word, phrase or clause shall be deemed to be severed without affecting the operation of the remainder of this Agreement. All overlapping obligations in this Agreement are intended to operate cumulatively and to bind the parties, subject to the severance of any obligations held to be void, illegal or unenforceable.

4.10 Interpretation: In this Agreement:

- (a) words in the singular include the plural and vice versa; and
- (b) a reference to a person includes a reference to a body corporate, unincorporated association, statutory or other authority, partnership or any other entity.

4.11 Cumulative obligations: The Employee's obligations under this Agreement are in addition to, and do not limit or detract from, any duties or obligations owed by the Employee to the Company under any applicable law, in equity or otherwise.

4.12 Remedies: The Employee hereby agrees that the Company may initiate appropriate legal action against him for the breach of any of the terms of this Agreement, and to recover the costs of such legal action, including all damages and legal fees.

Employee Signature:

Employee Name: Akshay

Kumari

Acknowledged by Infosys Limited:

Sushanth Tharappan
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by SUSHANTH
MICHAEL THARAPPAN
Date: 2024.10.08 15:12:16 IST
Reason: Digitally Signed
Location: Bangalore


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ANNEXURE - IV

LIST OF DOCUMENTS TO BE SUBMITTED AT THE TIME OF JOINING

- (a) Class 10 (or equivalent) marks sheet(s);
- (b) Class 12 (or equivalent) marks sheet(s);
- (c) Graduation marks sheet(s);
- (d) Graduation degree certificate/provisional degree certificate;
- (e) Post Graduation marks sheet (if applicable);
- (f) Relieving letter and experience certificate from all your previous employer (applicable only in case you have been previously employed);
- (g) First and last page of the passport (if you don't have a passport, kindly apply immediately);
- (h) Registration Number with the National Skills Registry (also known as ITPIN)/National Skills Registry Card;
- (i) Permanent Account Number ('PAN') Card* (Please note that under the Income Tax Act, 1961, furnishing of PAN to the employer is mandatory).
- (j) Passport size photographs

*Your PAN is required for calculating the income tax on your salary. If you fail to provide your PAN, the Company will deduct TDS (tax deducted at source) at higher rates, as per applicable law.


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EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT (here in after referred to as "**AGREEMENT**", which expression shall include the Schedule(s) here of and all amendments made from time to time) is executed at _____ on this _____ day of _____ by and between:

PARTIES TO THIS AGREEMENT:

M/s HJ Hospitals Sarl, Kinshasa, Democratic Republic of the Congo (DRC) a unit of H.J. Group of Companies registered under the RCCM: CD/KIN/RCCM/14-B-01858 ID NAT: 01-933-N779658W having its registered office at 22309, Boulevard Lumumba, Croisement T.P./Funa Limete Industriel, Kinshasa, DRC (hereinafter also referred to as "**the Employer / Hospital**") which expression shall, unless repugnant to the context or bearing thereof, be deemed to mean and include its successors in business, permitted assigns, heirs, representatives, nominees, associate/ subsidiary of the Employer, any of its Group Company (ies), (etc) as the **First Party**;

AND

Mr Amaanulla khan aged 25 years, S/o _____ having Permanent residence at _____ being a citizen of **India** bearing Passport Number: **V5337327** (here in after also referred to as "**the Employee**") of the **Second Party**.

The First Party and Second Party collectively referred to as "**Parties**"

WHEREAS, HJ Hospitals Sarl, Kinshasa, DRC is a subsidiary/unit of H.J. Group of Companies which is based in DRC and is engaged in operation and management of 200 bedded multispecialty hospital in Kinshasa, DRC; and hereby appoints **Mr Amaanulla khan** as **Assistant manager** with effect from the date of joining as per the terms and conditions contained in herein below provided in this agreement.

AND WHEREAS, the Employee has agreed to invest time and efforts to serve the Employer as **Assistant manager** and to fulfil the job requirements up to the expected level and shall be paid remuneration during the period of employment as decided by the from time to time and as agreed in this Agreement.

AND WHEREAS the aforesaid parties hereto are desirous of recording the said terms and condition to legally bind the parties to this agreement.

NOW THIS AGREEMENT WITNESSES AS UNDER: -

1. JOB PROFILE AND DESCRIPTION:

As **Assistant manager** for HJ Hospitals Sarl, Employee have to work in the **Department Pharmacy -OPD Management , OT and other Center** as mentioned in your JD & KRA.

2. EMOLUMENTS & REMUNERATION:

2.1 The Employee shall be entitled to receive his monthly salary as per the attached **Annexure-1**.

2.2 EXTRA PERKS AND ADVANTAGES:

- a. Semi-furnished accommodation **Sharing Room** in DRC shall be provided for the Employee. Any other expenses pertaining to employee stay in DRC shall be borne by the Employee.
- b. Canteen facility is available at hospital premises, where Employee can avail the facility during the employment period & **USD 150** (Us Dollars One Hundred Fifty Only) will be deducted from **Employee** salary on monthly basis. In case the Employee opts for self food arrangements no deduction would be applicable.

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- c. All medical expenses (excluding pre-existing and chronic diseases, dental, ophthal, Physiotherapy and dermatology) of the Employee at DRC, will be borne by the Employer.
- d. The Employer will not provide the Employee with any type of Life Insurance, Health Insurance and or any other policy/agreement which will financially cover the Employee in case of any injury, permanent disability and or death. If an Employee wishes to avail any such policy/agreement (as mentioned above) during the period of Employment Contract with HJ Hospitals, the cost will be borne by the Employee only.

2.3 No other communications as well as commitment are made by the Employer for remunerations or otherwise, other than as mentioned in Clause 2 of this Agreement to the Employee.

3. DATE OF JOINING

This agreement shall be deemed effective from the date of joining (first working day after reporting at Kinshasa, DRC).

4. PROBATION PERIOD

4.1 The Employee will be on probation period for Six (6) months, from the date of joining the Employer. During the probation period, the Employer can terminate the contract by giving 7days notice period in case of unsatisfactory performance of employee. During the probation period, the performance will be evaluated on below parameters;

- 1. Employees' KRAs
- 2. Clearing level 2 French language

However, the probation can be extended further for 2 months, on failure of clearing the performance review conducted by the Employer.

5. TENURE OF SERVICE & AGREEMENT

5.1 This employment contract is valid for a term of **Twenty -Six months** from the date of joining.

5.2 In case the Employee decides to leave the company before expiry of the period of employment contract or if the Employer wishes to terminate the contract within the aforementioned period, a notice period of minimum 60 days would be applicable from the date of resignation or termination, and all expenses including return air fare, visa, work permit, airport entry and exit would be at employee's cost, it is also understood that employee would not take any other appointment in DRC in similar field or sector for next 5 years from the date of termination of this agreement.

6. WORK RELATED CONDITIONS AND RESTRICTIONS

6.1 The Employee shall devote full time to the work of Employer and during the term of the employment with the Employer, the Employee will not engage in any other employment, occupation, consulting or other business activity.

6.2 The Employee must abide by the Rules & Regulations of the Employer applicable at all times, and these may be changed at any time and notified to the Employee by the management.

6.3 The administrative language in DRC is French. Employee has to attend the French language learning classes on regular basis, which is a 6 months course and conducted/provided by the Employer. Employee must complete the course after which the French Language Assessment Test will be conducted by the Employer. Employee has to clear Level 1 (Basic) in first 3 months from the date of joining and next 3 months Level 2 (Advance). However, if the employee is unsuccessful in the French Language Assessment Test as per Hospital Policy, employee has to bear additional course fee of USD 200 per month from Seventh month onwards.

7. CONFLICT OF INTEREST:



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During the period of employment, the Employee shall not undertake any other employment, assignment or contracts whether part time, full time or on assignment basis, without the prior written permission and authorization of the management.

8. NON- DISCLOSURE:

The Employee undertakes that, in consideration of his employment with the and any salary paid for services during the period of his employment with the and for other good and valuable considerations, the receipt and sufficiency of which is hereby acknowledged by the Employee, while in the service of the whether in the capacity in which he/she has been employed or in any other capacity for which he/she may be entrusted and further for a period of Five (5) years immediately following the separation/ dismissal/ retirement or termination of his employment with the for any reason:-

- 8.1 He/she shall not directly or indirectly in any capacity disclose or communicate any confidential or proprietary information to which he/she may come across during the tenure of his/her employment to any individual or business entity. In addition to this he/she will not use such information for his/her personal purpose.
- 8.2 He/she shall not, directly or indirectly either for himself/herself or for any other individual or business entities solicit or take away or make an attempt to solicit or take away the clients of H.J. Group of Companies for whom the group companies rendered services during the employment of the Employee.
- 8.3 He/she shall not form any association with any member of the staff. Nor shall he/she engage himself/herself in soliciting or employing or making an offer to employ any member of staff for any individual or business entities engaged in identical business to that of H.J. Group of Companies.

9. LEAVES

The Employee is eligible for 30 days paid leave (calendar days) after 12 months' continuous service from the date of joining. All expenses including return air ticket* to home country (*Travel Sector: Kinshasa-Mumbai -Kinshasa), visa, Kinshasa airport exit charges would be borne by the Employer as per category. Any other visit expense will be borne by Employee himself.

10. TERMINATION:

10.1 NOTICE:

- a. **Employer:** Employer is liable to give termination notice period of 30 days to employee, post completion of probation period.
- b. **Employee:** 60 days notice is a must for the Employee's service (or pay in lieu thereof) excluding any leaves available/credited in his account. Employer reserves the right to pay or recover salary in lieu of the notice period.
- c. In the event, that the Employee takes more than 30 days of unauthorized absence or overstay the leave originally granted and subsequently extended, the Employee shall lose lien on his appointment and shall be presumed to have abandoned his position of his own accord.
- d. In case of absence due to illness, the Employee must notify the management no later than midday of the day of absence, and in case of illness or sickness of more than 30 days, he/she must provide them with a letter from a recognized Practicing doctor in Congo. If the Employee is found to be suffering from any infectious disease or a protracted illness that was not disclosed to the Employer at the time of his appointment, the Employer shall reserve the right to terminate the Employment contract.
- e. If at any time during the period of employment, the Employee is found guilty of misconduct, wilful negligence, disobedience, misappropriation, insubordination or breach of any terms of

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this appointment letter or the Terms and Conditions of Employees employment, the Employer will terminate his appointment without any notice or pay in lieu thereof.

f. If at any time during the period of employment the Employer will terminate the employment contract without any notice or pay in lieu thereof if the Employee is found guilty of below mentioned violations:

- i. Forgery and or misuse of hospital documents.
- ii. Faking of Educational certificates of the self.
- iii. Embezzle of Hospital funds.
- iv. Misuse and or damage to Hospital property.
- v. Involvement of the Employee in any anti-organizational activity.
- vi. Putting false allegation(s) on the Employer and or the colleague(s) which may defame the Employer and or other Employee(s).

If proved guilty on the above, the Employer also reserves the right to take legal action against the Employee as per DRC laws and regulations.

11. ARBITRATION:

Any dispute arising out of or in connection with this agreement shall be settled through arbitration under the DRC Law and Regulations. The venue of the arbitration shall be in DRC.

12. JURISDICTION:

That in the event of any dispute or difference arising between the parties hereto either during the subsistence of this Agreement, the same shall be subject to the jurisdiction of the courts at DRC exclusively.

13. That Employee agrees that the covenant and conditions of the Agreement are only a part of the terms of employment; and the right to discharge the Employee from his services is reserved by the Employer.

14. COUNTERPARTS.

This Agreement may be executed in two counterparts for the purposes of record of both the parties.

For HJ Hospitals Sarl,



Mr. Amit Chauhan
CEO

Date:

Employee Acceptance:

Name: Mr Amaanulla khan

Signature:

Date:



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Annexure – 1

S. No.	Particulars	Description
A	Remuneration per month.	Basic Salary = USD 700/- HRA = USD 100/- Special Allowance= USD 50/- Travel Allowance = USD 150/- Food Allowance = USD 150/- Gross Monthly Salary = USD 1150/- (United States Dollars One thousand one hundred & fifty Only). Note: This will be credited to Employee's bank account in DRC.
B	Employment Contract Duration	Twenty-Six Months from the date of joining.
C	Probation Period	Six Months from the date of joining.
D	Notice Period	60 days.
E	Retention Clause	USD 2000 will be kept as Retention Amount* which will be recovered from Employee's monthly salary in 6 equal instalments. This retention amount will be released at the time of Full & Final Settlement when Employee successfully completes employment contract with HJ Hospitals Sarl.
F	Penalty for pre-mature termination of this agreement.	*Retention Amount of USD 2000/-.

For HJ Hospitals Sarl,


 Mr. Amit Chauhan
 CEO

Date:

Employee Acceptance:

Name: Mr Amaanulla khan
 Signature:
 Date:


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Annexure - 2

Medical self-declaration form

1. Do you suffer, or have you ever suffered from any of the following?

Symptom/Disease	Yes	No	Symptom/Disease	Yes	No
Asthma or shortness of breath (Please provide details below)			Epilepsy or blackouts (Please list any details below)		
High / low blood pressure			Stomach disorders		
Any hearing disability			Liver disorders		
Diabetes			Anaemia		
Hernia			Phobia (please specify)		
Heart related problems			Drug / alcohol addiction		
Nervous disorders			Allergies (please specify)		
Do you have any visual problems? (Please provide details below)			Vibration white finger or any HAVs related condition		
Tenosynovitis (joint problems)			Spine (C, T, L, S)		
HIV			Any kind/type of Cancer		

2. Are you currently taking any medication (prescribed or over the counter)? Please give the name, mgs and how often you take it:

3. Are you registered disabled? YES/NO

4. Have you ever gone through any major surgery(ies)?

5. Have you suffered or are suffering from any other disease apart the ones mentioned in point 1?

6. Details of your point 1 disease(s) where you had mention "Yes":

I hereby declare that all the information provided in this questionnaire is correct. I shall promptly report to the Employer about the any relevant change in the same. If it is found that any of the information provided herewith is false or kept hidden, then the Employer may take disciplinary action.

Date:

Employee Signature


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

CTC FOR ALL PROFILES EXCEPT IN HAND SALARY

S No	Expense Head	Total Expenses/Month (USD)
1.	Accommodation (Sharing Basis) fully Furnished	1100\$
2.	TV Recharge	80\$
3.	Free Drinking water	50\$
4.	Free Gym Services	100\$
5.	Free Swimming pool services	100\$
6.	Free Transport (Car/Bus)	100\$
7.	Free VISA	50\$
8.	Free Ticket	70\$
9.	Free Room Services (Housekeeping)	100\$
10.	Free French Classes	150\$
11.	Free Medical Services (Except: Pregnancy, Dental & Cosmetics)	100\$
12.	Free Mobile Recharge as per Grade	20\$
13.	Free WIFI	100\$
Total CTC (Except In hand 100% Tax Free Salary) PER MONTH		2120\$ In INR:173840 RS/Month 20,86,080 Rs/Year



Registrar
The IHMA University
 1, Prashad Dayal Marg
 Near Sangam Airport, Jaipur-302029



22309, Boulevard Lumumba, Croisement T.P/Funa, 1^{er} Rue, Limete Industriel, Kinshasa, RDC.

Urgence : 4309 | Service client: +243 815586555

info@hjhsopitals.org | www.hjhsopitals.org

Kinshasa: Limete - Gombe - Masina | Lubumbashi

DATE: 13-09-2023

Dear Amruth S S,

Congratulations!!

Further to your internship with our firm, we are happy to extend an offer of employment as **Management Trainee** in our firm.

Ther terms of the offer are as follows: -

1. The position will be located out of Bangalore for the initial 6 months.
2. For the first 3 months of employment, you would be paid a consolidated stipend of Rs 25k/month + Travel expenses as per company policy.
3. Thereafter your compensation will be Rs. 5Lacs/Annum + 2 Lacs variable pay + Travel allowances as per the company policy with designation of **Marketing Executive** in any specialised department of Sales & Marketing
4. You will be posted at **Bangalore, Karnataka**.
5. You will be required to sign a bond to be associated with the organisation for 18 months on your appointment as **Marketing Executive**.

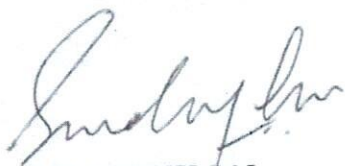
You will use **Confidential Information** only in connection with your assigned activities/project and **WILL KEEP IT CONFIDENTIAL**. "Confidential Information" means all information, in any form, relating to Winglobe and furnished to or obtained by you during your duration of activities, including, without limitation, information about current, former, or prospective customers, budget and other financial data, cost information, discounts, product or service plans and strategies, marketing information, technical data and research, trade secrets, and know-how. Confidential Information does not include information that is generally available to the public.

WINGLOBE is committed to rapidly growing its business in India. We are confident that your contributions will take us further in our journey towards fulfilling this goal.

We are committed to the growth of our valued team members and hope for a long-term commitment from you by becoming a 'Destination organization'.

Looking forward to a long and a mutually beneficial relationship!

For WINGLOBE HEALTHCARE PVT. LTD.



MR. SUNDEEP DAS
CHIEF MARKETING OFFICER



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

Winglobe Healthcare Pvt. Ltd.

Reg. Office:

No. 1783, 2nd Floor, Phoenix House, 19th Main Road,
1st Sector, HSR Layout, Bengaluru - 560 102 KA

Corporate Office:

GR Tower, 3rd Floor, Plot No. L-127, 4th Main Road,
14th Cross, VI Sector, HSR Layout, Bengaluru - 560 102 KA

T: +91 80 356 94730, +91 96671 77664 | E: customercare@winglobe.in

www.winglobe.in

From: N Satheeshkanna
Sent: 24 May 2024 14:24
To: Anita Thapa
Subject: FW: Offer Letter : Anil Hambarde

From: NehaShah@Torrentpharma.com <NehaShah@Torrentpharma.com>
Sent: Wednesday, November 22, 2023 6:45 PM
To: anilhambarde3@gmail.com
Cc: N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Anandlyer@TorrentPharma.com; AmrutaPatnaik@TorrentPharma.com; ShivaniMahadkar@TorrentPharma.com
Subject: Offer Letter : Anil Hambarde

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 Anil,

Congratulations on being offered for position of 'Executive Trainee – Product Management Team' with Torrent Group.

You are expected to join us May 2024 after completion of your course and receipt of your final results.

This is provisional offer letter and final appointment letter shall be issued on your joining with us.

Kindly ensure to bring following documents (photocopy) along with original copies at the time of joining for maintaining your service record file.

1. Qualification certificate & mark-sheet (SSC, HSC, Degree and above - *all year marksheets*)
2. Birth-date proof
3. Passport size and Stamp size color photographs (Self 4 nos and nominee 4 nos.)
4. PAN card, Adhar card & Driving License
5. Residential proof (Current and Permanent)

Please note that the above mentioned offer is subject to clearance of your all semesters and result submission.

Kindly revert with your acceptance.

Neha Shah

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

N Satheeshkanna

From: ShivaniMahadkar@TorrentPharma.com
Sent: 18 November 2023 18:02
To: N Satheeshkanna
Cc: NehaShah@Torrentpharma.com; AmrutaPatnaik@TorrentPharma.com; Vinod Tejwani
Subject: Selected students_ IIHMR

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 Satheeshkanna,

This is to inform you that, we have selected following students for our Product Management Team based at Corporate Office, Ahmedabad. As per our earlier discussion, the Remuneration (Specific Amount): Rs. 4.00 lpa on joining, 4.75 lpa on confirmation.

1. Anil Hambarde
2. Varnika Thapa
3. Aakash Jain

This is for your information and records.

Shivani Shah

Manager | HRD | Corporate Office
M: +91-7069000208, T: 91-79-26599000, 91-79-26582100, Ext: 9208
Torrent House | Off. Ashram Road, | Ahmedabad - 380009



www.torrentpharma.com

From: Shivani Mahadkar/HRD/CRP/Torrent
Sent: 01 November, 2023 14:53
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: Neha Shah/HRD/CRP/Torrent <NehaShah@Torrentpharma.com>; Amruta Patnaik/HRD/CRP/Torrent <AmrutaPatnaik@TorrentPharma.com>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Subject: RE: IIHMR University, Jaipur student details and resume for Torrent Pharma

Hi Satheeshkanna,

As discussed, there is a small change in schedule. Instead of 6th November, our panel will be travelling there on 7th & 8th November.

Please find the agenda.

7th November :

- Pre-placement talk
- Overview of Torrent Group
- Overview of Torrent Pharma and Job responsibilities in PMT
- Campus Visit
- Aptitude Test of shortlisted students

8th November :

- Personal interview of shortlisted students with Panel (Technical & HR round)


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

Shivani Shah

Manager | HRD | Corporate Office

M: +91-7069000208, T: 91-79-26599000, 91-79-26582100, Ext: 9208

Torrent House | Off. Ashram Road, | Ahmedabad - 380009



| www.torrentpharma.com



THE NAIROBI WEST HOSPITAL

HRM/REC-038/001/09/2024

5th September 2024

Ankit

+918059675760

Email address: ankityadav2850@gmail.com

Dear Ankit,

**RE: OFFER LETTER FOR THE POSITION OF ASSISTANT OPERATIONS
MANAGER AT THE NAIROBI WEST HOSPITAL**

The subject matter refers.

We are writing to inform you that you have been selected for the subject position.

Position: Assistant Operations Manager

Duration: Three (3) Months with effect 19th September 2024

Date of Joining: 19th September 2024

Reporting to: Chief Operating Officer.

Compensation: As per schedule 1 (attached).

Kindly note that more details about your engagement will be stipulated in the contract which agreement will be signed between you and the hospital after you accept this offer.

We take this opportunity to congratulate you for the appointment and look forward to hearing from you.

Yours Sincerely,

FOR: THE NAIROBI WEST HOSPITAL LTD

Monisha Gossain
MONISHA GOSSAIN
HUMAN RESOURCE MANAGER



Acknowledgement:

I ANKIT have read and understood. I ☒ agree/disagree with this letter and its content.

Signature: *Ankit* Date: 06 Sep 2024 Time: 03:27 PM (IST)

Registrar

The IIHMT University

This is a controlled document. The user of this document is responsible for ensuring that they are using the latest version of this document.

TNWH/HRM/REC-038

Version: Original

Page 1 of 302029
Near Sangar Airport, Jap

THE NAIROBI WEST
HOSPITAL

SCHEDULE I
Ankit
REMUNERATION

You will be paid a gross salary of Kshs. 127,005 (One Hundred and Twenty-Seven Thousand and Five) The gross will be subject to statutory deductions i.e. PAYE, NSSF, NHIF and any other as maybe permitted by the law. The salary will be paid at the end of each month.

- Breakdown for the above Gross Remuneration of Kshs 127,005 is inclusive of risk allowance of Kshs. 300.

	Amount in Kshs	Amount in Kshs
Gross Pay		127,005.00
Less statutory deduction		
1. PAYE	29,296.00	
2. NHIF	1,700.00	
3. NSSF	2,160.00	
4. Housing Levy	1,905.00	
5. Any other deduction as may be permitted by the law		
NET in Hand		91,944.00



Acknowledgement:

I ANKIT have read and understood. I agree/disagree with this letter and its content.

Signature: [Signature] Date: 06 Sep 2024 Time: 03:27 Pm (IST)

[Signature]
Registrar

This is a controlled document. The user of this document is responsible for ensuring that they are using the latest version of this document.
TNWH/HRM/REC-038 Version: Original

1, 1435
Near Sanghar Airport, Jaipur-302029

FIBROHEAL™
WOUNDCARE PRIVATE LIMITED

REF: FWPL/HRD/APP/2023-23

20th December 2023
Bangalore

To

Mr. Ankit Suhag
90-A, Ramvihar Colony,
Opp. Aashirvad Apartment,
Near Coronation Building,
Budhsinghapura, Sanganer,
Jaipur - 302029

Dear Ankit,

Subject: Offer letter

With reference to your application for employment in our Company and the subsequent interview you had with us, we are pleased to offer you the role of " **Management Trainee**" in Bangalore with our Company.

We will be offering you a CTC of Rs. 7,00,344/- p.a. (Rs. 6,00,344 fixed and Rs. 1,00,000 as variable based on performance) subject to statutory deductions. You will also be eligible for special financial rewards at the discretion of the management. A detailed appointment letter will be issued along with terms and conditions on the date of joining.

You will be on probation for a period of six months. You will be required to join the Organization on 16th January 2024, after which the letter is null & void.

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the documents or certificates given by you as proof of the above, we retain the right to review our offer of employment.

If the above proposal is acceptable to you, please revert by email confirming the date of joining.

Thanking You,

For Fibroheal Woundcare Pvt Ltd.,

Authorized Signatory

Accepted

Ankit

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

National Health Systems Resource Centre
WORK ORDER: External Consultant

BETWEEN: National Health Systems Resource Centre, NIHFV Campus, Baba Gang Nath Marg,
Munirka, New Delhi-110067
AND
External Consultant – Mr. Anubhav Barik
Email: anubhavbarik15@gmail.com **Mob:** 7846865551

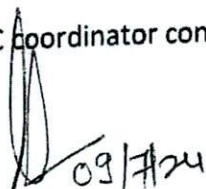
Reference no:

Description (Name of Position)	: External Consultant
Start /End dates	: 8th July 2024 to 4th October 2024
No of Professional / Working Days	: 72 days (Payable) out of 89 days
Fee per professional Days	: Rs. 2100/-
The contract value not to exceed	: Rs. 1,51,200 (three installments)

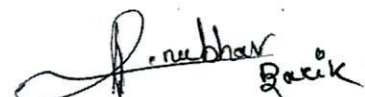
Name of Consultant: **Mr Anubhav Barik** is agreed to provide the services on the terms set out in this work order.

Payment under this contract shall be made in three installment subject to satisfactory completion of deliverable duly approved by nodal coordinator or division head and Payments will be made as per the payment schedule of this contract on receipt of invoice(s) from the Consultant through bank transfer as per bank details Annexure-I submitted by external consultant to the NHSRC. **Travel cost will be additional at par with consultant** and will be reimbursed as per NHSRC's Travel Policy.

The NHSRC coordinator concerned with this contract is: Advisor QPS, NHSRC.


Principal Administrative Officer
For and on behalf of NHSRC

Brig Sanjay Baweja
Principal Administrative Officer
National Health Systems Resource Centre
NIHFV Campus, New Delhi-110067


Name of Consultant: Mr. Anubhav Barik
External Consultant
Mobile: 7846865551
Email: anubhavbarik15@gmail.com


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

Date:06-01-2025

Welcome Note**Dear Mr. ASHISH GUPTA**

Congratulations and welcome to Randstad family! We are delighted to have you as part of our organization. Your role and association with us is critical in fulfilling the mission of our organization. We hope, our association will be professionally meaningful and mutually beneficial. You join a group of our 60,000 + Employee Workers (EW) deputed to our various clients, in order to partner in their business success.

Thank you for the information and documentation provided to ease your on-boarding process. You can continue to use our online portal to access and download your monthly pay slips, edit personal details, download forms required for registering your employment for various statutory benefits. The next few pages will give you more information on your employment with us.

For any queries, please feel free to contact the Randstad Help Desk. The facility is currently available Monday through Friday, 9:30 am to 6:30 pm. You may contact the Help Desk through one of the three methods below:

1. Log in to **Click here to log in Randstad Portal**
2. Call us Toll free 1800 420 9944
3. Helpdesk Link: <https://employeehelpdesk.randstad.in>

Our Core Values: As a new entrant, we would like you to know that randstad is known for continuing to adhere to and live by the core values established in our early days. Its good to know that every Randstad employee continues to keep to and live by these values today. They are

To Know - We are experts. We know our clients, their companies, our candidates and our business. In our business its often the details that count the most

To Serve - We succeed through a spirit of excellent service, exceeding the core requirements of our industry.

To Trust - We are respectful. We value our relationships and treat people well.

Striving For Perfection - We seek to improve and innovate constantly. Its our job to help our clients and candidates to find satisfaction in all their pursuits. This is what gives us the edge.

Simultaneous Promotion Of All Interests - We take our social responsibility seriously. Our business must always benefit society as a whole.

I wish you all the very best as you embark on an exciting journey with Randstad while enhancing your professional stature, along the way.

For Randstad India Pvt Ltd.

Authorized Signatory
Unnikrishnan PS
Company Secretary and Head - ELM



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

Date: 06-01-2025

To,
Mr. ASHISH GUPTA,
Empcode -1724297

FIXED TERM CONTRACT OF EMPLOYMENT

We are pleased to appoint you in our organisation as CSR, for a fixed period of employment, on the following terms and conditions:

1. Your contract of employment shall be valid for a period of 1 year from 31-12-2024 to 30-12-2025. Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co- terminus with the aforementioned project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.
2. Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
3. During the period of fixed contract, your services could be deputed at the sole discretion of the Management to any of our clients company or locations to do work pertaining to or incidental to the clients business.
4. Details of your salary break up with components is as per the Annexure 1.
5. Provident Fund will be remitted as per law, applicable from time to time. It's the employees responsibility to update the nomination directly into the PF portal and Randstad does not hold any responsibility on it. In case, you are eligible for ABRY scheme, the applicable PF employee contribution will be refunded post availing benefit.
6. You will be covered under a Medical Insurance upto 200000 per annum and Group Accident Insurance Scheme of 2 times of CTC - Marsh & Group Terms Life Insurance of ~GTLvalue~. This policy will come into effect after 30 days of your joining the company.
7. You will be eligible for leave as per the clients company policy, during the period of your contract of employment.
8. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.
9. You are advised to read and understand Randstad Health & Safety Policy for deputees (Annexure 2) and comply with relevant policies that are in practice at Bard India Healthcare Private Limited. Adherence to the stated and relevant policies is a condition of employment with Randstad. In the event you are found to be non-compliant of any of the applicable policies, Randstad reserves the right to take necessary action against you.
10. This contract shall be terminable by either party giving 30 days notice in writing or salary in lieu of notice, to the other.
11. At Randstad your privacy is important to us. By submitting your personal information, you have agreed and consented to Randstad's processing of your personal information for the intended purposes of employment opportunities. Please note that your involvement in any violation of data protection laws or causing data breach would result in disciplinary action, which can lead to immediate termination and withholding of your pecuniary benefits.
12. Subject to applicable laws, you shall retire from the services of the Company on attaining 58 years of age.

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members of the Randstad family. As a new entrant, we would like you to wholeheartedly contribute in this process.

**Registrar****The IIHMP University****1, Prabhu Lal Marg****Near Sangam, Jaipur-302029****Registered Office :**

Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Wishing you the very best!
Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Unnikrishnan PS
Company Secretary and Head - ELM

Acceptance:

I ASHISH GUPTA have read and hereby accept the above mentioned terms and conditions

Signature : 2535416

Date : 06-01-2025 18:51:04



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

Date: 06-01-2025

Mr. ASHISH GUPTA,
Empcode -1724297

DEPUTATION LETTER

Further to clause 3 of your letter of employment, we are pleased to advise you that your services are being deputed to Bard India Healthcare Private Limited with effect from 31-12-2024 at their DELHI office. The terms and conditions of your deputation will be as follows:

1. You will, with effect from 31-12-2024, be required to work at our clients office/ premises at any of their locations.
2. During the tenure of the deputation, you will continue to be an employee of Randstad.
3. In the day to day functioning or carrying out all responsibilities, you will receive instructions from Bard India Healthcare Private Limited and will undertake to abide by any suggestions, etc. given by any assigned person(s).
4. You shall also abide by any training that may be offered to you by Bard India Healthcare Private Limited.
5. You shall be bound to follow the working hours of Bard India Healthcare Private Limited.
6. You shall take care not to disclose confidential information / trade secrets, etc that you may come across in the course of your responsibilities to anyone outside Bard India Healthcare Private Limited and use such information only in connection with the service provided to Bard India Healthcare Private Limited.
7. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against Bard India Healthcare Private Limited. This arrangement is purely a contractual agreement between Randstad and Bard India Healthcare Private Limited for the time specified.
8. You shall not engage in any act subversive of discipline in the course of your duty/ies in the property of Bard India Healthcare Private Limited or outside, and if you were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.
9. You shall be responsible for protecting the property of Bard India Healthcare Private Limited entrusted to you in the due discharge of your duties and shall indemnify Bard India Healthcare Private Limited when there is a loss of any kind to the said property.

All the other terms and conditions of your employment remain unchanged.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Unnikrishnan PS
Company Secretary and Head - ELM

I, ASHISH GUPTA have read and hereby accept the above mentioned terms and conditions

Signature : 2535416

Date : 06-01-2025 18:51:04



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

Schedule A

Assignment Details of ASHISH GUPTA

Name	ASHISH GUPTA
Client Name	Bard India Healthcare Private Limited
Place of Deputed	DELHI
Designation	CSR
Start date of Assignment	31-12-2024
End date of Assignment	30-12-2025

Annexure 1: Salary Break - Up Details

Component	Monthly	Yearly
Basic	25,000.00	300,000.00
House Rent Allowance	10,000.00	120,000.00
Statutory Bonus	2,083.00	24,996.00
Other Allowance	9,917.00	119,004.00
Gross Salary	47,000.00	564,000.00
Employer's Contribution to EPF	3,000.00	36,000.00
CTC (Cost to the company)	50,000.00	600,000.00
Employee's Contribution to EPF	3,000.00	36,000.00
Total Deduction	3,000.00	36,000.00
Net-Take Home	44,000.00	528,000.00

* Income tax, Professional Tax and LWF as applicable will be deducted. All taxes will be deducted as applicable by law.

* Your salary is strictly confidential.

For Randstad India Pvt Ltd.

Accepted By



2535416

Authorized Signatory
Unnikrishnan

ASHISH GUPTA

PS Company Secretary and Head - ELM


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

General Terms & Conditions

1. You will have to provide signed copies of all documents and forms in the joining kit including the signed appointment letter to Randstad India Private Ltd. (RIPL) within a period of 30 days from your date of joining. The documents can be either couriered or handed over in person at the designated RIPL offices. You will not be eligible for payroll in the subsequent months if these documents are not received within the 30 day period from your date of joining.
2. RIPL is working towards having a safe transaction mode for all payments and follows the practice of remitting salary, reimbursement, F&F and other payments directly to your designated bank account. You are required hereby to confirm your acceptance of the same and provide your Bank Account details with proof (cancelled cheque or copy of bank pass book or bank statement) within 15 days of the date of joining to RIPL personnel at the designated RIPL offices
3. You will have to provide your PAN card details within 15 days of your date of joining
 - a. In case, you dont have a PAN card, you will have to apply and provide the acknowledgement copy within 15 days from the date of joining.
 - b. In case you do not provide PAN card details and your income falls under the taxable limits, you will be paid your monthly salary after deduction of taxes as per the existing tax laws.
4. Your pay slips will be available online for viewing, downloading and printing. This is a digitally generated document and does not require a physical signature for verification. The pay slip will be available at the end of first week of the month and will be deemed to have been received and accepted by you. For any clarifications or queries, please reach us through our Helpdesk link: <https://employeehelpdesk.randstad.in>.
5. In case of any reimbursable components in your salary structure, you will be required to submit necessary proofs of payments and bills for the same, failing which the payments will be made after deduction of appropriate taxes.
6. If you are eligible for ESIC benefits and have an existing ESIC number, please inform in advance through the ESIC nomination form in your joining kit to retain the existing ESIC number. For PF transfer from an existing PF account, you will need to fill and submit the PF transfer form in your joining kit.
7. RIPL does not accepts or retain any original certificates/ documents pertaining to your educational and other qualifications. You may be required to produce the same for verification purposes only, if requested by authorized RIPL personnel.
8. You will have to complete all the exit formalities and hand over any assets including but not limited to ID cards, laptops, mobiles, etc. in your custody before your Last Working Day (LWD) in the organization. Your Full & Final Settlement (F&F) will be completed only if the exit formalities are done on time, which shall not exceed 45 days.
9. Your F&F settlement amount will be transferred to the bank account used for your salary transactions. In case, there are dues to be recovered from you in the F&F settlement, you will be issued your relieving letter and experience letters only on clearance of these dues.



Realstar
The IIP University
1, Praon, Dayal Marg
Near Sangner Airport, Jaipur-302029

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary
Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Unnikrishnan PS
Company Secretary and Head - ELM

I, ASHISH GUPTA have read and hereby accept the above mentioned terms and conditions

Signature : 2535416

Date : 06-01-2025 18:51:04



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

Registered Office :

Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474

Annexure 2: HEALTH AND SAFETY POLICY

1. Introduction

Randstad recognizes people as its most important asset and is committed to ensuring safe and healthy work environment for all its employees and people visiting its premises. Randstad's Corporate Policy necessitates a specific Health & Safety Policy for its outsourced employees. Given that our EWs are redeployed to various client sites, where each client's Health & Safety Policy would be different, it is our commitment to ensure that our EWs have safe working conditions, where risks if any, are well managed and our clients treat all our EWs as they would treat their direct employees in matters of health & safety.

This document is to be read and thoroughly understood by all Randstad EWs at the time of joining an assignment; it requires them to be aware of the policy and our recommendations for safe working practices.

We assure that we will not depute an EW to a client site, which causes an Occupational Hazard or risk to Health. We will only work with clients who are aligned to our Health & Safety Policy for EWs. Additionally, we advise our EWs and employees to bring to our notice, situations that an EW might encounter and could be a potential health & safety issue.

We also ask our EWs not to endanger themselves or their colleagues at work by violating any safety rules, and to comply with work place instructions besides ensuring that they wear Personal Protective Equipment where advised. Our EWs are asked not to interfere with or misuse anything provided for their safety, health and welfare. This is a condition of employment with Randstad. Management reviews will be held each year to review implementation of this policy and draw upon further improvements for the following year. These improvements will include the policy itself and the associated business processes to attain objective of this policy.

2. Health & Safety Policy

Health & Safety in the work place is every one's responsibility. Randstad regards promotion of Health & Safety measures as a mutual objective for the management and employees, including deputed employees. Randstad has factored in statutory requirements while arriving at this Health & Safety Policy.

General Safety

1. Ensure that you are aware of your own responsibilities in respect of relevant health, safety and environmental matters.
2. Follow instructions the way it is meant to be. Use entries and exits, lifts in the manner it is meant to be.
3. Ensure you have your EW ID card on your person at all times with your photograph, Randstad contact details and Nos. displayed in a clear manner.
4. If you have a visitor, ensure your visitor signs in and receives a security pass. Do not take your visitor into the client premises without permission.
5. You will not enter your work premises while under the influence of alcohol, drugs or any substance which may endanger your health or safety and/or that of any other person.
6. Beware of fact that many things which may be obvious get overlooked while working. Thus, appropriate care and concentration is required at work to ensure general safety.

Fire Safety

1. Ensure familiarity with the fire safety procedures in work place. Most organizations have fire safety training as a statutory requirement. Ensure you attend the same, after seeking necessary permission from your reporting manager.
2. Understand different kinds of fire fighting equipments installed at your work place.
3. Please become familiar to the sound of the fire alarm and know the emergency/fire exits. These are not normal entry/exits. These exits are signed with the statutory fire exit signs.
4. Attend fire drill if any at your work place and undergo evacuation training.
5. Avoid taking personal risks; do not try to tackle fire on your own.

Accident & First Aid

Familiarize yourself with the First Aid arrangements at your work place. Do not leave vehicles or items relating to

your work in places other than that which is designated. This will help prevent accidents.

1. Follow rules on speed limit and wearing safety gear as is prescribed at the work environment that you are at.
2. If your office premises require you to wear a helmet while entering or exiting, comply with the same.
3. In the event of an accident, do not handle it on your own; follow procedures that you may have been trained in; inform the facilities manager or emergency numbers provided.
4. Understand accident report procedures at your work site.
5. Always let someone know, where you are going and your expected time of return.
6. If your office premises require you to wear a helmet while entering or exiting, comply with the same.

As a Randstad EW, you have the right to:

1. Work in places where all the risks to your health and safety are properly controlled.
2. If your office premises require you to wear a helmet while entering or exiting, comply with the same.
3. To stop working and leave the area if you think you are in danger.
4. To inform your employer about health and safety issues or concerns.

Recommendations for Common Safe Working Practices

1. Do not smoke in areas prohibited.
2. Do not overload electrical outlets.
3. Do not expose electric conduits/plugs/sockets to water.
4. If your work requires you to lift weight frequently, understand load management procedures at work.
5. Do not operate machinery unless you have been trained and authorized to do so.
6. Never throw anything from any height.
7. If you use tools as part of your work use only the right and authorized tools.
8. Report any Health and Safety incidents whether they result in injury or not to your respective Randstad anchor.
9. Cooperate in the investigation of accidents with the objective of introducing measures to prevent recurrence.

For Randstad India Pvt Ltd.



Authorized Signatory
Unnikrishnan PS
 Company Secretary and Head - ELM

Date: 06-01-2025



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

Welcome Note

Dear Mr. ASHISH GUPTA

Congratulations and welcome to Randstad family! We are delighted to have you as part of our organization. Your role and association with us is critical in fulfilling the mission of our organization. We hope, our association will be professionally meaningful and mutually beneficial. You join a group of our 60,000 + Employee Workers (EW)

deputed to our various clients, in order to partner in their business success.

Thank you for the information and documentation provided to ease your on-boarding process. You can continue to use our online portal to access and download your monthly pay slips, edit personal details, download forms required for registering your employment for various statutory benefits. The next few pages will give you more information on your employment with us.

For any queries, please feel free to contact the Randstad Help Desk. The facility is currently available Monday through Friday, 9:30 am to 6:30 pm. You may contact the Help Desk through one of the three methods below:

1. Log in to **Click here to log in Randstad Portal**
2. Call us Toll free 1800 420 9944
3. Helpdesk Link: <https://employeehelpdesk.randstad.in>

Our Core Values: As a new entrant, we would like you to know that randstad is known for continuing to adhere to and live by the core values established in our early days. Its good to know that every Randstad employee continues to keep to and live by these values today. They are

To Know - We are experts. We know our clients, their companies, our candidates and our business. In our business its often the details that count the most

To Serve - We succeed through a spirit of excellent service, exceeding the core requirements of our industry.

To Trust - We are respectful. We value our relationships and treat people well.

Striving For Perfection - We seek to improve and innovate constantly. Its our job to help our clients and candidates to find satisfaction in all their pursuits. This is what gives us the edge.

Simultaneous Promotion Of All Interests - We take our social responsibility seriously. Our business must always benefit society as a whole.

I wish you all the very best as you embark on an exciting journey with Randstad while enhancing your professional stature, along the way.

For Randstad India Pvt Ltd.



Authorized Signatory
Unnikrishnan PS
Company Secretary and Head - ELM



Registrar
The Udaipur University
1, Praon, Dayal Marg
Near Sanganeer Airport, Jaipur-302029

Date: 06-01-2025

To,
Mr. ASHISH GUPTA,
Empcode -1724297

FIXED TERM CONTRACT OF EMPLOYMENT

We are pleased to appoint you in our organisation as CSR, for a fixed period of employment, on the following terms and conditions:

1. Your contract of employment shall be valid for a period of 1 year from 31-12-2024 to 30-12-2025. Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co- terminus with the aforementioned project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.
2. Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
3. During the period of fixed contract, your services could be deputed at the sole discretion of the Management to any of our clients company or locations to do work pertaining to or incidental to the clients business.
4. Details of your salary break up with components is as per the Annexure 1.
5. Provident Fund will be remitted as per law, applicable from time to time. It's the employees responsibility to update the nomination directly into the PF portal and Randstad does not hold any responsibility on it. In case, you are eligible for ABRY scheme, the applicable PF employee contribution will be refunded post availing benefit.
6. You will be covered under a Medical Insurance upto 200000 per annum and Group Accident Insurance Scheme of 2 times of CTC - Marsh & Group Terms Life Insurance of ~GTLvalue~. This policy will come into effect after 30 days of your joining the company.
7. You will be eligible for leave as per the clients company policy, during the period of your contract of employment.
8. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.
9. You are advised to read and understand Randstad Health & Safety Policy for deputees (Annexure 2) and comply with relevant policies that are in practice at Bard India Healthcare Private Limited. Adherence to the stated and relevant policies is a condition of employment with Randstad. In the event you are found to be non-compliant of any of the applicable policies, Randstad reserves the right to take necessary action against you.
10. This contract shall be terminable by either party giving 30 days notice in writing or salary in lieu of notice, to the other.
11. At Randstad your privacy is important to us. By submitting your personal information, you have agreed and consented to Randstad's processing of your personal information for the intended purposes of employment opportunities. Please note that your involvement in any violation of data protection laws or causing data breach would result in disciplinary action, which can lead to

immediate termination and withholding of your pecuniary benefits.

12. Subject to applicable laws, you shall retire from the services of the Company on attaining 58 years of age.

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members of the Randstad family. As a new entrant, we would like you to wholeheartedly contribute in this process.



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

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Wishing you the very best!
Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Unnikrishnan PS
Company Secretary and Head - ELM

Acceptance:

I ASHISH GUPTA have read and hereby accept the above mentioned terms and conditions

Signature : 2535416

Date : 06-01-2025 18:51:04



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

Date: 06-01-2025

Mr. ASHISH GUPTA,
Empcode -1724297

DEPUTATION LETTER

Further to clause 3 of your letter of employment, we are pleased to advise you that your services are being deputed to Bard India Healthcare Private Limited with effect from 31-12-2024 at their DELHI office. The terms and conditions of your deputation will be as follows:

1. You will, with effect from 31-12-2024, be required to work at our clients office/ premises at any of their locations.
2. During the tenure of the deputation, you will continue to be an employee of Randstad.
3. In the day to day functioning or carrying out all responsibilities, you will receive instructions from Bard India Healthcare Private Limited and will undertake to abide by any suggestions, etc. given by any assigned person(s).
4. You shall also abide by any training that may be offered to you by Bard India Healthcare Private Limited.
5. You shall be bound to follow the working hours of Bard India Healthcare Private Limited.
6. You shall take care not to disclose confidential information / trade secrets, etc that you may come across in the course of your responsibilities to anyone outside Bard India Healthcare Private Limited and use such information only in connection with the service provided to Bard India Healthcare Private Limited.
7. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against Bard India Healthcare Private Limited. This arrangement is purely a contractual agreement between Randstad and Bard India Healthcare Private Limited for the time specified.
8. You shall not engage in any act subversive of discipline in the course of your duty/ies in the property of Bard India Healthcare Private Limited or outside, and if you were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.
9. You shall be responsible for protecting the property of Bard India Healthcare Private Limited entrusted to you in the due discharge of your duties and shall indemnify Bard India Healthcare Private Limited when there is a loss of any kind to the said property.

All the other terms and conditions of your employment remain unchanged.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Yours truly,
For Randstad India Pvt Ltd.


Authorized Signatory
Unnikrishnan PS
Company Secretary and Head - ELM


Registrar
The IHMR University
Prabhu Dayalpur-302029
Neel, Sangam, Airport, Jaipur-302029

I, ASHISH GUPTA have read and hereby accept the above mentioned terms and conditions

Signature : 2535416

Date : 06-01-2025 18:51:04



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

Registered Office :

Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474

Schedule A

Assignment Details of ASHISH GUPTA

Name	ASHISH GUPTA
Client Name	Bard India Healthcare Private Limited
Place of Deputed	DELHI
Designation	CSR
Start date of Assignment	31-12-2024
End date of Assignment	30-12-2025

Annexure 1: Salary Break - Up Details

Component	Monthly	Yearly
Basic	25,000.00	300,000.00
House Rent Allowance	10,000.00	120,000.00
Statutory Bonus	2,083.00	24,996.00
Other Allowance	9,917.00	119,004.00
Gross Salary	47,000.00	564,000.00
Employer's Contribution to EPF	3,000.00	36,000.00
CTC (Cost to the company)	50,000.00	600,000.00
Employee's Contribution to EPF	3,000.00	36,000.00
Total Deduction	3,000.00	36,000.00
Net-Take Home	44,000.00	528,000.00

* Income tax, Professional Tax and LWF as applicable will be deducted. All taxes will be deducted as applicable by law.

* Your salary is strictly confidential.

**For Randstad India Pvt
Ltd.
By**

Accepted



2535416

Authorized Signatory
Unnikrishnan
PS Company Secretary and Head - ELM

ASHISH GUPTA



Registrar
The IILM University
1, Preeti, Jayal Marg
Near Sanganer Airport, Jaipur-302029

General Terms & Conditions

1. You will have to provide signed copies of all documents and forms in the joining kit including the signed appointment letter to Randstad India Private Ltd. (RIPL) within a period of 30 days from your date of joining. The documents can be either couriered or handed over in person at the designated RIPL offices. You will not be eligible for payroll in the subsequent months if these documents are not received within the 30 day period from your date of joining.
2. RIPL is working towards having a safe transaction mode for all payments and follows the practice of remitting salary, reimbursement, F&F and other payments directly to your designated bank account. You are required hereby to confirm your acceptance of the same and provide your Bank Account details with proof (cancelled cheque or copy of bank pass book or bank statement) within 15 days of the date of joining to RIPL personnel at the designated RIPL offices
3. You will have to provide your PAN card details within 15 days of your date of joining
 - a. In case, you dont have a PAN card, you will have to apply and provide the acknowledgement copy within 15 days from the date of joining.
 - b. In case you do not provide PAN card details and your income falls under the taxable limits, you will be paid your monthly salary after deduction of taxes as per the existing tax laws.
4. Your pay slips will be available online for viewing, downloading and printing. This is a digitally generated document and does not require a physical signature for verification. The pay slip will be available at the end of first week of the month and will be deemed to have been received and accepted by you. For any clarifications or queries, please reach us through our Helpdesk link: <https://employeehelpdesk.randstad.in>.
5. In case of any reimbursable components in your salary structure, you will be required to submit necessary proofs of payments and bills for the same, failing which the payments will be made after deduction of appropriate taxes.
6. If you are eligible for ESIC benefits and have an existing ESIC number, please inform in advance through the ESIC nomination form in your joining kit to retain the existing ESIC number. For PF transfer from an existing PF account, you will need to fill and submit the PF transfer form in your joining kit.
7. RIPL does not accepts or retain any original certificates/ documents pertaining to your educational and other qualifications. You may be required to produce the same for verification purposes only, if requested by authorized RIPL personnel.
8. You will have to complete all the exit formalities and hand over any assets including but not limited to ID cards, laptops, mobiles, etc. in your custody before your Last Working Day (LWD) in the organization. Your Full & Final Settlement (F&F) will be completed only if the exit formalities are done on time, which shall not exceed 45 days.
9. Your F&F settlement amount will be transferred to the bank account used for your salary transactions. In case, there are dues to be recovered from you in the F&F settlement, you will be issued your relieving letter and experience letters only on clearance of these dues.

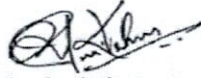


Registrar
The IIMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

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Yours truly,

For Randstad India Pvt Ltd.



**Authorized Signatory
Unnikrishnan PS
Company Secretary and Head - ELM**

I, ASHISH GUPTA have read and hereby accept the above mentioned terms and conditions

Signature : 2535416

Date : 06-01-2025 18:51:04



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

Annexure 2: HEALTH AND SAFETY POLICY

1. Introduction

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Registered Office :

Randstad India Private Ltd
 Randstad House,
 Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
 Nungambakkam, Chennai 600 006.
 P +91 (0) 44 66227000 F +91 (0) 44 66227474


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

3. Please become familiar to the sound of the fire alarm and know the emergency/fire exits. These are not normal entry/exits. These exits are signed with the statutory fire exit signs.
4. Attend fire drill if any at your work place and undergo evacuation training.
5. Avoid taking personal risks; do not try to tackle fire on your own.

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3. Do not expose electric conduits/plugs/sockets to water.
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5. Do not operate machinery unless you have been trained and authorized to do so.
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For Randstad India Pvt Ltd.



Authorized Signatory
Unnikrishnan PS
Company Secretary and Head - ELM



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Near Sanganer Airport, Jaipur-302029

CODE OF CONDUCT

This Code of Conduct describes and summarizes the standards of business conduct for Randstad and also highlights the importance of ethical value in conducting the business affairs of Randstad.

Randstad would also review all applicable Randstad policies and procedures from time to time. This Code of Conduct is subject to modification. It may be updated as and when needed and the employee hereby agrees to accept the terms of such revised documents.

The Employees of Randstad are expected to act in accordance with the highest standards of personal and professional integrity, honesty and ethical conduct. The honest conduct would be a conduct that is free from fraud or deception. Interactions with the clients, candidates, co-employees and any other individual shall be conducted in accordance with the standards mentioned.

It is the policy of the Company to conduct all of its business in an honest and ethical manner. In doing business anywhere in the world, neither the Company nor any employee or an entity associated with the Company shall offer, pay, promise, authorise or receive any bribe or other illicit payment or benefit in violation of any of the Anti-corruption Laws of the Country or the anti-corruption laws of any other nation in which the Company does business or renders services. This shall form part of the Company's Code of Conduct and Business Ethics.

The Employee agrees that he/she shall devote his/her full attention to the activities of Randstad and shall not, either during the term of the Employment or for a period of six months thereafter, take up employment with any company that is engaging in or himself/ herself enter into any business that is identical or similar to, the business carried on by Randstad. The Employee further agrees that at any time during the subsistence of the Employment or for a period of six months subsequent thereto, the Employee shall not offer employment or consultancy or otherwise solicit the Employees of Randstad to work with him/her or any employer where he or she is employed.

It is not practical and possible to list all situations in which conflict of interest may arise, however, following examples of situations, which may constitute a conflict of interest, are provided for your perception regarding the nature and scope of the term a conflict of interest:

1. Engaging in any activity that interferes with your performance or responsibilities to Randstad
2. Accepting simultaneous employment with a Randstad supplier, customer, developer or competitor or taking part in any activity that enhances or supports a competitor's position
3. Conducting the business of Randstad with relative or with a business in which a relative is associated in any significant role
4. Accepting any offer, payment, promise to pay, or authorisation to pay any money, gift or anything of value from customers, vendors, consultants, etc. that is perceived as intended, directly or indirectly, to influence any business decision, any act or failure to act, any commitment of fraud, or opportunity for the commission of any fraud.
5. Competing, directly or indirectly, with Randstad for the purchase or sale of the property, products, services or other interest This Code of Conduct is part of the Corporate Governance of Randstad which extends equal opportunities to men and women at work, adhering to all legal compliances. Randstad's policy of transparency among employees are enabled through various HR practices including appraisals and performance evaluation, with adequate health and safety policies in place protecting the employee and the environment with a spirit of working together for the National interest.
6. You will be eligible for leave as per the client's company policy, during the period of your contract of employment.
7. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.

Protection Of Confidential Information

All confidential information must be used for the purposes of Randstad. All Employees of Randstad must protect and respect the Intellectual property rights including the intellectual property rights of the clients of Randstad. Any violation of the intellectual property rights of any of the third parties in the capacity of a employee of Randstad shall be treated as illegal and shall be subject to legal action. The obligation to safeguard the proprietary and confidential information continues to exist even after leaving the employment of Randstad. Each of the Employees has liability to return all corporate confidential information in possession while leaving Randstad. They shall not be destroyed by any employee even while leaving Randstad, which shall amount to infringement of the Intellectual property rights of Randstad.

Registered Office :

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 Randstad House,
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 Nungambakkam, Chennai 600 006.
 P +91 (0) 44 66227000 F +91 (0) 44 66227474

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

Protection And Use Of Randstad's Assets

All Employees are responsible for protecting and for appropriate use of the assets of Randstad. The Employees must safeguard the assets of Randstad against loss, damage, misuse or theft. Any violation of this aspect of the code will subject to the disciplinary action up to and including termination of the employment or business relationship. The assets of Randstad including vehicles, spares and supplies, equipments, stationery, funds, brand and logo of Randstad, hardware and software and all other electronic communication devices, must be utilized in legal, ethical and appropriate manner. Unauthorised usage of Randstad's assets to deal with any illegal transaction shall be subject to legal action.

Protection And Use of the Client's Assets

All Employees are responsible for protecting and for appropriate use of the assets of the client where the Employee is stationed. The Employees must safeguard the assets of the client against loss, damage, misuse or theft. The assets of the Client including vehicles, spares and supplies, equipments, stationery, funds, brand and logo of the Client, hardware & software and all other electronic communication devices, must be utilised in legal, ethical and appropriate manner. Further, the Employee shall refrain from any unauthorised use, access, disclosure, alteration and/ destruction of information systems including but not limited to CV database, CV database, client's JD/JS details, client's CTC policy and break-ups, and any other confidential information, written or oral, whether or not, specified explicitly by the Client.

Employee Developments

The Employee agrees to communicate to Randstad as promptly as practicable all Employee Developments he/she conceives or develops (either alone or jointly with others) at any time during his/her employment with Randstad and for a period of 1 [one year] thereafter for the purpose of determining Randstad's rights in such Employee Developments.

press releases

The Employee shall not put out any press or other media release or make any public announcement or statement relating in anyway to the business of the Client/Randstad, the activities of the Client/Randstad and for such other information without the prior written consent of the authorised personnel.

Disciplinary Actions

It is expected from all Employees covered under this Code of Conduct that they will adhere to the principles and rules laid down in this code. The appropriate disciplinary action will be taken against the delinquent Employee who is found to violate these principles and policies or any other policy of Randstad. The disciplinary action may include immediate termination of employment, appropriate legal action or severing of business relationship at Randstad's sole discretion. Randstad will recover any loss suffered by it due to violation of the provisions of this code by any delinquent in legal manner. All Employees are encouraged to report any suspected violation promptly.

(The Employee)
By

.....
Name
ASHISH GUPTA
Title
CSR

Signature : 2535416
Date : 06-01-2025 18:51:04

(Randstad India Ltd.)
By

.....
Name
Unnikrishnan PS
Title
Company Secretary and Head - ELM


Authorized Signatory


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

Non-Disclosure Agreement

This Non-Disclosure Agreement is made and entered on this 31-12-2024 day of 2025 at DELHI by Mr/Ms ASHISH GUPTA Son/Daughter of VINAY PRAKASH aged about 29 years and residing at, hereinafter referred to as employee.

To

Randstad India Ltd. a company incorporated under the Companies Act, 1956 and having its registered office at Old No.5&5A, No.9, Pycrofts Garden Road, Nungambakkam, Chennai - 600 006, Ph: 044-6622 7000

WHERE AS

Randstad India Ltd. is a subsidiary of Randstad Holding NV, Netherlands and includes its other subsidiaries like Randstad Executive Search Ltd, Minvesta Infotech Ltd in India and such other Foreign Subsidiaries across the globe. This NDA is intended to maintain the confidentiality of all such confidential information available to all the EMPLOYEES of the Group. Essentially this NDA applies to whichever Group of Company, the EMPLOYEE is employed with, irrespective of his/her employment in maintaining the confidentiality of the available confidential information.

In the above context, the Group Company which has employed the Employee shall hereinafter be construed as "Company", which expression shall include the group companies within the context and meaning of this NDA agreement to maintain the confidentiality by the Employee. This expression shall hold good for the purpose of this NDA only and not in any other context of interpretation.

WHERE AS

1. The Company has offered and the Employee has agreed to take up employment with the Company under the terms and conditions set out in the letter of Appointment the ("Employment Agreement").
2. In accordance with the terms of the Employment Letter, the Employee hereby executes this Non-Disclosure Agreement with regard to the confidential information and the competition obligations of the Employee.

NOW THE PARTIES AGREE AS FOLLOWS

For the purpose of this Agreement, the term "Confidential Information" shall mean and include any and all tangible expression of information including all written or oral disclosures made by the Company to the Employee, provided to the Employee by the Company or parent, subsidiary, group company or customer of the Company or otherwise received by the Employee in the course of his/her employment with the Company or any intellectual property belonging to the Company, and shall specifically include, without limitation, pricing, methods, processes, financial data, technical data, lists, products, trade secrets, know-how, photographs, plans, notes, renderings, journals, notebooks, computer programs, computer readable video, audio or sound files, and samples relating thereto as well as any confidential or proprietary information owned by any other person or entity and furnished by such person or entity pursuant to an undertaking to maintain the same in confidence.

The Employee agrees that he/she shall, at all times, during the term of his/her employment with the Company hold the Confidential Information in trust for the Company and shall not in any manner use, transfer, publish, disclose, or report the Confidential Information directly or indirectly, except to other Employees of the Company or to authorised third parties as may be necessary in the ordinary course of the duties of the Employee for the Company or otherwise as directed by the Company.

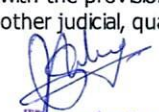
The Employee represents that his/her performance of the terms of this Agreement and his employment with the Company does not and will not breach any agreement to keep in confidence information previously acquired by him/her in confidence from any third-party. The Employee represents that he has not entered into, and agrees not to enter into, any agreement in conflict with this Agreement or which in any way prohibits his performance of or restricts his ability to perform his obligations under this Agreement. The Employee has not brought, and agrees he/she will not bring, with him/her to the Company for use in his/her employment with the Company any materials or documents of a former employer or any other person or entity for whom he/she has provided services (paid or unpaid) that are not generally available to the public unless he/she has obtained express written authorisation from the former employer or other person or entity for whom he/she has provided such services for their possession and use.

The Employee agrees that if his/her employment is terminated at any time during or at the end of the probationary period as provided in the Employment Letter, the provisions of this Agreement shall continue to remain binding on the Employee.

The Employee agrees that he/she shall not for a period of three years from the date of termination of the Employment Letter, directly or indirectly, disclose, transfer, or use any Confidential Information, except with the prior written consent of the Company or except, in accordance with the provisions of Clause 6 hereunder, when so required pursuant to a valid and subsisting order of a court or other judicial, quasi-judicial or government body.

Registered Office :

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Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474


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

If the Employee is required, either during his/her employment or at any time within the three-year period specified in Clause 5 above, to disclose Confidential Information pursuant to a valid and subsisting order of a court or other judicial, quasi judicial or government body, the Employee shall, forthwith, upon receiving notice of the requirement of such disclosure, give adequate notice to the Company thereof so as to allow the Company a reasonable opportunity to limit such disclosure. In any event the Employee, in making such disclosure shall only disclose such information as maybe absolutely necessary and only to the extent expressly required by the court or other judicial, quasi judicial or government body.

The absence of any marking or statement that a particular item of information is Confidential Information shall not affect its status as Confidential Information. The Employee shall bear the burden of proving that, that information is not Confidential Information.

All notes, proposals, documents, data, floppy disc(s), zip drives, tapes, reference items, sketches, drawings, memoranda, records, and other materials and media in any way containing any Confidential Information or related to the Confidential Information or otherwise to the Company's business shall belong exclusively to the Company. The Employee shall make copies of such material only if absolutely necessary in the course of the Employee's employment with the Company or otherwise for the benefit of the Company. The Employee hereby undertakes to return to the Company all copies of such materials in the Employee's possession or under the Employee's control at the request of the Company or, in the absence of such a request, upon the expiry of the terms of this Agreement.

The Employee represents and warrants that the performance by him/her of all of the terms of this Agreement and any services to be rendered by him/her as an Employee of the Company do not and will not breach any fiduciary or other duty, covenant, or agreement relating to any proprietary information, knowledge of data acquired by the Employee in confidence, trust, or otherwise, prior to the Employee's employment by the Company to which the Employee is a party or by the terms of which the Employee may be bound. The Employee covenants that he/she shall not, during his/her employment with the Company do any act or deed which conflicts with the provisions of any prior contract or agreement. The Employee further

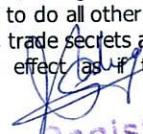
covenants and agrees not to enter into any agreement or understanding, either written or oral, in conflict with the provisions of this Agreement. The Employee shall promptly disclose to the Company and assign in favour of the Company in such form and manner as the Company may reasonably require all

1. inventions (whether patentable or not, and whether or not patent protection has been applied for or granted), improvements, developments, discoveries, proprietary information, trade marks, trade names, logos, art work, slogans, know-how, processes, source code, application development, designs (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials therefore), and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human languages whether now existing or subsequently developed by the Employee ("Employee Developments") and
2. such information and data pertaining to the business, operations, personnel, activities, financial affairs, and other information relating to the Company and its customers, suppliers, Employees and other persons having business dealings with the Company as maybe reasonably required for the Company to operate its business ("Proprietary Information"). It is understood that the Employee Developments and the Proprietary Information is proprietary in nature and shall be for the exclusive use and benefit of the Company, shall be and remain the property of the Company both during the term of employment with the Company and thereafter and shall be held in trust by the Employee for the sole right and benefit of the Company. If so requested by the Company, the Employee shall execute and deliver to the Company any instrument as the Company may reasonably request to effectuate the assignment of any such Employee Developments or Proprietary Information to the Company or to otherwise evidence, establish, maintain or protect the Company's right, title and interest thereto. Without limiting the generality of the foregoing, the Employee hereby releases and waives and assigns to the Company any and all claims and rights which he/she has against the Company in respect of the Employee Developments, including without limitations, technology, know-how, licences or other proprietary rights or processes of the Company.

The Employee agrees to communicate to the Company as promptly as practicable all Employee Developments he/she conceives or develops (either alone or jointly with others) at any time during his/her employment with the Company and for a period of [one year] thereafter for the purpose of determining the Company's rights in such Employee Developments. During the term of his/her employment and thereafter, the Employee will assist the Company and/or its nominees or assigns (without charge but at no expense to Employee) in every lawful way to obtain, maintain and enforce any and all intellectual property rights and protections relating to all Employee Developments, including by executing relevant documents. Employee hereby irrevocably designates and appoints the Company and its duly authorised officers and agents as his/her agent and attorney in fact to execute and file any and all applications and other necessary documents and to do all other lawfully permitted acts to further the prosecution, issuance or enforcement of patents, copyrights, trade secrets and similar protections related to such Employee Developments with the same legal force and effect as if the Employee had executed them himself/herself.

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

The Employee agrees that he/she shall devote his/her full attention to the activities of the Company and shall not, either during the term of the Employment Letter or for a period of six months thereafter, take up employment with any company that is engaging in or himself/ herself enter into any business that is identical or similar to, the business carried on by the Company. The Employee further agrees that at any time during the subsistence of the Employment Letter or for a period of six months subsequent thereto the Employee shall not offer employment or consultancy or otherwise solicit the Employees of the Company to work with the Employee or any employer of the Employee.

The breach alleged or otherwise, by the Company of any obligation arising or in any manner owed by the Company to the Employee shall not affect the validity or enforceability of the Employee's covenants/obligations set forth in this Agreement.

The Employee understands that the Company shall suffer irreparable harm and injury in the event the Employee breaches any of its covenants/obligations under this Agreement and that money damages shall be inadequate to compensate the Company for such breach. Accordingly, in the event of any breach or threatened breach by the Employee of any of the provisions of this Agreement, the Company, shall in addition to and not in limitation of any other rights, remedies or damages available to the Company at law or in equity, be entitled to a temporary restraining order, preliminary injunction and permanent injunction in order to prevent or to restrain any such breach by the Employee, or by and/or all persons directly or indirectly acting for, on behalf of, or with, the Employee.

Notwithstanding anything contained in this Agreement, the obligations of the Employee and the rights of the Company arising hereunder shall be deemed to have commenced upon the date of the execution of the Employment Letter regardless of the actual date of execution of this Agreement and shall continue to remain in full force and effect and continue to be binding upon the parties until the expiry of three years from the date of termination of the Employment Letter unless the parties mutually agree to extend such confidentiality period

If any term or provision of this Agreement shall be hereafter declared by a final adjudication of any tribunal or court of competent jurisdiction to be illegal, such adjudication shall not alter the validity or enforceability of any other term or provision unless the terms and provisions so declared are expressly defined as a conditions precedent or as of the essence of this Agreement, or comprising an integral part of, or inseparable from the remainder of this Agreement.

IN WITNESS WHEREOF these presents have been executed by the parties hereto on the day and year first herein above written.

(The Employee)

By

.....

Name

ASHISH GUPTA

Title

CSR

Signature : 2535416

Date : 06-01-2025 18:51:04

(Randstad India Ltd.)

By

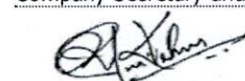
.....

Name

Unnikrishnan PS

Title

Company Secretary and Head - ELM



Authorized Signatory

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Near Sanganer Airport, Jaipur-302029

Self-Declaration & Undertaking form

Name: ASHISH GUPTA
Deputee ID: 2535416
Empcode -1724297
Designation: CSR
Service Function / Vertical :
Centre / Location : DELHI

Sub: Acceptance of Established policies and affiliated risks

I hereby Confirm that I have read through the Randstad and applicable client policies & procedures. I understand its implication to the fullest and hereby confirm to the fact that i would be held personally responsible for actions done, in contravention to established policies and procedure.

Signed : 2535416

Date : 06-01-2025



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

DATE: 11-03-2024

Dear Asmita Patil,

Congratulations!!

Further to your internship with our firm, we are happy to extend an offer of employment as **Management Trainee** in our firm.

Ther terms of the offer are as follows: -

1. The position will be located out of Bangalore for the initial 6 months.
2. For the first 3 months of employment, you would be paid a consolidated stipend of Rs 25k/month + Travel expenses as per company policy.
3. Thereafter your compensation will be Rs. 5Lacs/Annum + 2 Lacs variable pay + Travel allowances as per the company policy with designation of **Marketing Executive** in any specialised department of Sales & Marketing
4. You will be posted at **Bangalore/Jaipur** post initial 6 months of service
5. You will be required to sign a bond to be associated with the organisation for 18 months on your appointment as **Marketing Executive**.

You will use **Confidential Information** only in connection with your assigned activities/project and **WILL KEEP IT CONFIDENTIAL**. "Confidential Information" means all information, in any form, relating to Winglobe and furnished to or obtained by you during your duration of activities, including, without limitation, information about current, former, or prospective customers, budget and other financial data, cost information, discounts, product or service plans and strategies, marketing information, technical data and research, trade secrets, and know-how. Confidential Information does not include information that is generally available to the public.

WINGLOBE is committed to rapidly growing its business in India. We are confident that your contributions will take us further in our journey towards fulfilling this goal.

We are committed to the growth of our valued team members and hope for a long-term commitment from you by becoming a 'Destination organization'.

Looking forward to a long and a mutually beneficial relationship!

For WINGLOBE HEALTHCARE PVT. LTD.



MR. SUNDEEP DAS
CHIEF MARKETING OFFICER



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

Winglobe Healthcare Pvt. Ltd.

Reg. Office:

No. 1783, 2nd Floor, Phoenix House, 19th Main Road,
1st Sector, HSR Layout, Bengaluru - 560 102 KA

Corporate Office:

GR Tower, 3rd Floor, Plot No. L-127, 4th Main Road,
14th Cross, VI Sector, HSR Layout, Bengaluru - 560 102 KA

T: +91 80 356 94730, +91 96671 77664 | E: customercare@winglobe.in

www.winglobe.in



APPOINTMENT LETTER

Personal / Confidential

Employee Code:

Name: Bhusan Mahendra Pawar
Vidhyaniketan Colony, Arjun Nagar,
Morshi Road, Shivaji Nagar, S.O,
Amravati, Maharashtra – 444603

Date: 28th May 2024

Congratulations!

We, **Impact Guru Technology Ventures Private Limited**, are pleased to appoint **Bhusan Mahendra Pawar**, residing at **Vidhyaniketan Colony, Arjun Nagar, Morshi Road, Shivaji Nagar, S.O, Amravati, Maharashtra – 444603** in the role of **Associate – Business Development**. Your employment is with effective from **18th April 2024 at Pune**. Impact Guru is hereby issuing this letter along with Terms of Employment and other annexures (if any) attached herewith which you shall abide by during your employment with Impact Guru.

I hereby accept my employment with Impact Guru Technology Ventures Private Limited as described in this Letter, including the attached Terms of Employment and other annexures. I have read and understood the terms and conditions and agree to abide by them. I am under no obligation or duress to accept these terms and conditions of employment. I accept them at my own free choice and will.

For Impact Guru Technology Ventures Private Limited

DocuSigned by:
Kavya Guwalani
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Name: Kavya Guwalani
Title: General Manager – Talent Acquisition

Agreed to and accepted:

Name: Bhusan M. Pawar
Email ID: bhusanmahendrapawar@gmail.com

Please sign this page, put your initials on all the remaining pages of this contract, and return the signed letter to the Human Resource Department.

Impact Guru Technology Ventures Private Limited (CIN: U74900MH2015PTC270729)
Registered Address: 158, Ansal Chamber – II, 6 Bhikhaji Cama Place, New Delhi - 110066
Vaman Techno Centre, A wing, 3rd Floor, Makwana Road, Marol, Andheri (East). Mumbai - 400059, India

www.impactguru.com

info@impactguru.com

180089122903

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Near Sangner Airport, Jaipur-302029



TERMS OF EMPLOYMENT

You shall be governed by the following terms and Conditions of Service during your employment with **Impact Guru Technology Ventures Private Limited** (hereafter referred to as the "Company / Impact Guru"), and those that may be amended from time to time.

GRANT OF EMPLOYMENT

The grant of employment with Impact Guru is limited to the profile (KRA), Designation, and Location mentioned in the Appointment Letter, which may be revised only if the Company deems fit. Your services are liable to be transferred at any time to any other Department, Entity or any other Impact Guru offices at the discretion of the Company, subject to requirements within the Company.

COMPENSATION

Your annual fixed compensation shall be **INR 3,70,482/- (INR Three Lakh Seventy Thousand and Four Hundred and Eighty-Two Rupees Only)** paid in equal installments every month paid on or before the 7th of the following month. In addition there will be, Up-to INR 1,80,000/- (INR One Lakh Eighty Thousand Only) Incentives + INR 36,000/- (INR Thirty-Six Thousand Only) Travel Reimbursement + Up to INR 25,000/- (INR Twenty-Five Thousand Rupees Only) Performance Based Bonus, your overall CTC would be up to INR 6,11,482/- (INR Six Lakh Eleven Thousand Four Hundred And Eight-Two Rupees Only).

Your Professional Fee will be subject to TDS or other statutory deductions if any. The CTC will also include a Gratuity amount which is 4.81% of the gross as per the Gratuity Act of 1972.

Salary Breakup

The table below outlines the components of your compensation, which shall be further re-evaluated subject to your performance in the future.

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ANNEXURE

Employee Code:

Name: Bhusan Mahendra Pawar

Designation: Associate – Business Development

Department: Sales & BD

Particulars	Monthly	Yearly
Part A - Gross		
Basic	18,160	2,17,920
HRA	908	10,896
Statutory Bonus @ 8.33% of Basic	1,513	18,156
LTA	0	0
Other Allowances	9,419	1,13,028
Gross Salary	30,000	3,60,000
Employee's Deduction		
Provident Fund @ 12 %	0	0
ESIC @ 0.75%	0	0
PT	200	2,500
Net Salary	29,800	3,57,500
Part B - Employer's Contribution		
Provident Fund @ 13 %	0	0
ESIC @ 3.25%	0	0
Gratuity @ 4.81%	873	10,482
Total	873	10,482
Fixed CTC		
Fixed CTC (A+B)	30,873	3,70,482
Part C - Variable		
Performance Based Bonus	0	25,000
Incentive	15,000	1,80,000
Travel Reimbursement	3,000	36,000
Total (C)	18,000	2,41,000
Total Cost to the Company (A+B+C)	48,873	6,11,482

*Note: You will receive a salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

*PS: Part C (Variable) will be subject to a performance review scale & is not Fixed.

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*PF, ESIC, Bonus & Gratuity contribution will be subject to statutory deduction as per the defined Laws by the Government of India.

*Your Net Income will be subject to TDS or other statutory deductions if any based on the TDS declaration made by the employee.

Performance Bonus

Performance Bonus is discretionary and reflects Company's assessment of several considerations, including your individual, business, and company performance. Performance bonuses are not prorated and will only be paid if you are an active employee at the time of release or disbursed.

Increment in Salary, Promotion

At its sole discretion, the Management shall determine your future salary, positions, conditions, terms, and benefits of employment. Your performance will be reviewed annually.

Office Timings and Working Days

All employees are required to work from Monday to Friday and on alternate Saturdays (1st and 3rd) of every month. The 2nd, 4th and 5th Saturday of every month along with every Sunday shall be a holiday for all Impact Guru employees, except for the employees on the roster, who shall get rotational weekly offs.

Impact Guru does its best to allow flexibility concerning work timing and at the same time maintain discipline. However, the employee or the team may be allocated specific shift timing (which may be subject to variation) as per the business requirements and employee shall be required to adhere to such schedules or any variation thereof. Non-adherence to the same without valid reasons shall be considered violation of Impact Guru policies and may lead to penalties, to ensure a productive and harmonious work environment, all employees are expected to adhere to these guidelines.

Work from Home

Impact Guru discourages work from home culture as we believe in higher and better productivity at the office in a disciplined work atmosphere. Although Impact Guru expects its employees to be dependable for the work assigned, we do not expect employees to carry work back home, except in case of emergencies. Work from home is not allowed unless explicitly agreed upon at the time of your employment agreement or approved by a CXO and CEO of Impact Guru. Calling in for work from home just before your work timings is highly discouraged.

Work Hours

You are expected to work for nine (9) hours every day. However, more than the minimum number of hours, you should be driven by accomplishing your targets and completing all the deliverables that have been assigned by the manager to whom you report for that day.

Probation Period

You will be on probation for an initial period of six (6) months from the date of joining **18th April 2024**. Even during the probation period your performance will be evaluated from time to time and if not found satisfactory or as per the desired expectations of the company, the company may initiate PEP (Performance Enhancement Plan). In case there is no improvement during the PEP period, your employment with the Company will end with

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immediate effect. We shall evaluate your performance post completion of the probation period and confirm your employment by the issuance of a confirmation letter ("Employment Confirmation Letter") to that effect. It may be noted that until a written Employment Confirmation Letter is issued to you by the Company you will be considered as a "Probationer" and not a confirmed employee of the company.

Loss of Office Property / sudden damage

We trust you to use the office property (including but not limited to laptop, desktop, phones, sim cards, office equipment, furniture, etc.) with care and responsibility. However, in case of loss of property or sudden damage or mishap (e.g., theft when it was in your possession), you are liable to pay back to the Company 100% of the replacement value of impacted office property.

Training

Impact Guru invests time and resources in training its newly appointed employees to prepare them to cater for the services. From the Commencement Date, period of one (1) month shall be the skill set training and on-job training period for all the employees, if an employee leaves the Company within the said period, he/ she shall be required to reimburse the amount equivalent to the number of days the training was provided to such employee; upon failure, the amounts shall be deducted from the salary/compensation.

BENEFITS: The following is a summary of the benefits package in which you will participate:

Client Related Travel, Lodging, Conveyance Allowance

You will make your arrangements for travel to the workplace/office; however, you shall be entitled to claim expenses incurred on account of travel to Impact Guru's client/s (i.e., non-profit organizations, hospitals, and donor) locations.

If you are required to undertake business related travel, Impact Guru shall reimburse you the associated expenses as per rules and regulations and norms shared with you from time to time. As per current norms, you will require prior approval for incurring client-related travel, lodging, conveyance expenses exceeding INR 4,000 (Four Thousand Only) per month. Any expenses incurred without obtaining prior written approval by Management will not be reimbursed. As a condition to receipt of reimbursement, you will be required to submit to us reasonable evidence that the amount involved was both reasonable and necessary. This shall nevertheless be subject to the premise that no expense shall be reimbursed unless original bills and receipts are shared with our accounting team promptly.

Public Holidays

All employees shall be entitled to public holidays in India as per Government rules which have already been incorporated in the official holiday list declared by Impact Guru.

Annual Leave / Vacation

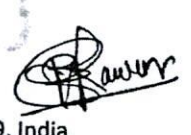
You are eligible for eighteen (18) working days of annual leave/vacation and (8) casual leave in a year. Leave entitlement is 1.5 leaves for completion of every month. You may avail of such leave by the Leave Policy with necessary approvals. You will act reasonably in availing of your leave and to the extent practicable: (a) avail of

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your leave on time; and (b) minimize the impact-on-Impact Guru's work due to your absence, including good faith attempts to avoid overlap with the leave plans of your immediate team or project members. Any leave mentioned scenarios stated mentioned scenarios as unpaid leave unless an exception has been granted at the sole discretion of Impact Guru. However, in the event notice of termination/resignation has been given by you, you will not be entitled to take annual leave notwithstanding any approval given before the date of notice of termination/resignations unless Impact Guru in its discretion otherwise determines.

Casual leave can be taken for a minimum of half-day and a maximum of 2 at a time, and the leave application should be submitted to your immediate supervisor in advance. Any unapproved leaves will be considered as unauthorized absence, and it may lead to disciplinary action. We believe that this new policy will help to create a better work-life balance for our employees and enhance their productivity and well-being. We encourage all employees to use this leave responsibly and avoid any disruptions to the organization's operations. We look forward to your continued dedication and hard work toward the organization's success.

Maternity / Paternity Leave

You will be entitled to maternity/paternity leave as per applicable laws in India.

OTHERS

Job Responsibilities and Obligations

Management shall assign you duties and responsibilities from time to time. Although everyone shall have a defined role, you will be given other responsibilities from time to time that are in the best interests of the Company. Your working hours shall be by the current practice at Impact Guru, which is subject to change from time to time, at the discretion of Management.

Impact Guru shall strive to provide you with a job description as well as key performance indicators (KPIs) to measure your performance to provide as much visibility as possible for you to achieve the maximum performance bonus.

Exclusivity and Non-Compete

You shall render your services exclusively to Impact Guru during the term of your employment and will not be associated with any other organization, either directly or indirectly, and in any capacity whatsoever with or without remuneration, unless you have prior written approval of Management of Impact Guru. Outside activities may include (but are not limited to) activities as a part-time employee, full-time employee, intern director, officer, partner, sole proprietor, employee, or controlling shareholder, trustee, volunteer of any other company, non-profit, or legal entity. If your request for outside activity is not approved by Management and you decide to engage in the activity, your employment may be terminated without any notice or compensation.

You shall not during your employment with Impact Guru enter into any contract or agreement, which in the opinion of Impact Guru is against the interest of Impact Guru. The Management's decision in this regard to what is against the interest of the Impact Guru shall be conclusive and binding to you.

Impact Guru Technology Ventures Private Limited (CIN: U74900MH2015PTC270729)

Registered Address: 158, Ansal Chamber – II, 6 Bhikhaji Cama Place, New Delhi - 110066

Vaman Techno Centre, A wing, 3rd Floor, Makwana Road, Marol, Andheri (East). Mumbai - 400059, India

www.impactguru.com

info@impactguru.com

180089122903

A handwritten signature in blue ink, appearing to read "Registrar".

Registrar

The IHMR University

1, Prabhu Dayal Marg

Near Sangner Airport, Jaipur-302029



Confidentiality and non-disclosure

You shall have to keep all information including know-how, knowledge, trade secrets, methods, plans, drawings, designs, databases, client lists (nonprofits, corporates, social enterprises, or donors), financials, affairs, etc. of Impact Guru that may come to you or made available to you about Impact Guru or regarding its clients strictly confidential. You shall not disclose such information to any third party, except to the extent required during discharge of your duties, responsibilities, and obligations under employment with Impact Guru or of required under the law. You understand that breach of the confidentiality obligation herein may cause irreparable loss and damage to the business, goodwill, and reputation of Impact Guru which shall be remedied with appropriate legal actions against you. You shall have to keep all information strictly confidential even after the termination of your association with Impact Guru. Sharing or posting any comment/s & review/s on any medium i.e., Glassdoor or any social media platform against Impact Guru, Customers, Policies, Practices, Founders, Staff, or Infrastructure will be subject to you being sued for damages. By signing this Letter, you agree to abide by this norm and to avoid such happenings in the future.

You represent and warrant that your employment with Impact Guru will not violate any contractual or other obligations you have to any former employer. You will neither use during your employment with Impact Guru nor disclose to Impact Guru any trade secrets or information that you are required to keep confidential, and you will not bring onto Impact Guru's premises any unpublished document or any property belonging to your former employer or its clients without their consent. You will honor all non-disclosure, proprietary rights, or other contractual agreements you may have with any person or entity and have disclosed to Impact Guru all such agreements that may bear on your employment with Impact Guru.

Intellectual Property Developed During Your Employment

"Intellectual Property Rights" means copyright, patents, know-how, confidential information, database rights and rights in trademarks and designs (whether registered or unregistered), applications for registration and the right to apply for registration, for any of the same, and all other intellectual property rights and equivalent or similar forms of protection existing anywhere in the world.

"Intellectual Property Materials" means all documents, research, articles, blog posts, software, applications, photographic or graphic works of any type, and other materials in any medium or format which are created by or on behalf of you in the course of your employment which are protected by or relate to Intellectual Property Rights.

Concerning all Intellectual Property Rights arising, and all Intellectual Property Materials originated, acquired, or developed by you whilst you are employed by Impact Guru:

- You must disclose and hereby assign to Impact Guru all such Intellectual Property Rights (including present and future copyright and copyright revivals and extensions) together with the right to apply for and hold any patents or trademarks in respect of such Intellectual Property Rights which assignment shall take effect upon the creation of each of the Intellectual Property Rights.
- You acknowledge that all such works are 'works for hire' of which Impact Guru is the author.
- You agree that all such Intellectual Property Rights and Intellectual Property Materials will be the exclusive property of Impact Guru.

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- You must at any time during and after your employment, furnish such information and assistance, and execute such applications and other documents which Impact Guru considers necessary to obtain, protect, or perfect its right, title, and interest in respect of such Intellectual Property Rights and Intellectual Property Materials.
- You must not dispute or oppose the proprietorship of Impact Guru in such Intellectual Property Rights, nor will you assist any other person to do so.
- You shall waive all legal and moral rights in the Intellectual Property Materials to which you would otherwise be entitled under the law of any relevant jurisdiction.
- You shall immediately transfer without any charge to Impact Guru all Intellectual Property Materials in your possession or under your control when your employment terminates for any reason, or any time when Impact Guru requests transfer and no copies or other record of any Intellectual Property Materials may be retained by you except with the prior written consent of Impact Guru. You may only use the Intellectual Property Rights and Intellectual Property Materials to perform your obligations during your employment and shall not disclose any Intellectual Property Rights or Intellectual Property Materials to any third party without the express prior written consent of Impact Guru.

Compliance with Terms and Conditions and Policies

All employees are required to comply with Impact Guru's policies, which include those related to non-discrimination, sexual harassment, confidentiality, non-compete, and others as outlined in this document or other policies as will be shared with you from time to time. Your employment is subject to the terms and conditions outlined in this Letter and all HR policies and procedures of Impact Guru, as amended from time to time.

Termination of Employment

Your employment with the Company is likely to be terminated at any time including date of probation period or any time thereafter including post confirmation, at the discretion of the Company with or without any notice or salary in lieu of thereof in the event of:

- a) Any breach of terms & conditions mentioned in this letter on your part.
- b) Any act of fraud, theft, misconduct, disloyalty, moral turpitude committed by you.
- c) Suppression of any material and facts.
- d) Any breach of rules & regulations of the Company as applicable/may be applicable to you from time to time.
- e) Violation of Company's Code of Conduct- Insubordination, use of Foul language, guilty under any gross misconduct.
- f) Negative Background Verification Checks and any kind of criminal offense conviction.
- g) Unauthorized use, possession and consumption of banned substances and alcohol during working hours in the office.
- h) Unauthorized long absenteeism/Abscondment from services for more than 3 (three) days.

Separation

You may resign from your employment at any time by giving the company written notice of 30 days. In case of early release by either party, the employee or the employer will be required to pay salary in lieu of shortfall of

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Notice period, equivalent to full Basic pay. The early relieving or Notice Period waiver or buy out is at sole discretion of the CEO/Co-Founder.

During the notice period, you shall continue to attend office & perform your assigned duties as done earlier. In case you stop attending the company/assigned work after resignation you shall be liable for disciplinary action including termination of employment.

Impact Guru is under no obligation to assign to or vest in you any powers, duties, or functions or provide you with any work. In circumstances where it is reasonable to do so and during any termination notice period, Impact Guru may suspend you from the performance of any duties and/or exclude you from any premises of Impact Guru or its associates.

Non-Performance: In case of non-performance, you will be put on a PIP (Performance Improvement Plan) to help you improve the performance for a duration as the Company may deem fit, if your performance does not improve within the said timeline, both the parties the employee and employer can part away by a mutual consent of separation as per company policy.

Full and Final Settlement: Impact Guru shall hold the salary/compensation as soon as the employee resigns. Upon completion of exit formalities and handover, the pending dues shall be cleared as a full and final settlement. Impact Guru reserves the right to pay or recover salary and adjust any leave which has accrued to you, in place of the notice period and to relieve you before the expiry of the notice period.

You would be issued a 'relieving letter' only after you duly hand over to Impact Guru the aforesaid documents and materials. If you take up any other employment or assignment with any third party, without obtaining the 'relieving letter' or on a date before the date of your being relieved from the services of Impact Guru, you shall alone be responsible and liable for all consequences arising therefrom.

Asset Bonus (If Applicable):

In addition to the fixed salary, you will also be paid a one time "Asset Bonus" (as mentioned in the Annexure given above) by Impact Guru towards purchase of mobile phone and sim. Clawback: In case if you decide to leave the company within one (1 year) from the date of joining the same or equivalent amount will be recovered from your FNF settlement.

Post-Employment Restrictions and Non-Competition

For twenty-four (24) months commencing on the date of your effective termination (termination date), you shall not directly or indirectly (whether on your account or for or with any other person, firm, or company) solicit or endeavor to entice away from Impact Guru any Critical Person.

For twenty-four (24) months commencing on the date of your effective termination, you shall not directly or indirectly (whether on your account or for or with any other person, firm, or company) solicit or endeavor to entice away from Impact Guru any Restricted Client.

For twenty-four (24) notices commencing on the date of your effective termination, you shall not be employed, engaged, or interested (whether as a principal, partner, director, employee, shareholder, servant, agent, employee, volunteer, or otherwise) directly or indirectly in any business which is now or is about to compete with any business carried out by Impact Guru because the use of, or even the appearance of the use of, the confidential

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Information in certain circumstances may cause irreparable damage to Impact Guru and its reputation. Impact Guru reserves the right to prohibit such engagement as it rightfully considers that it may be harmed by such engagement. Without the prior written consent of Impact Guru, no employee or volunteer of Impact Guru can be associated in any capacity with any companies or nonprofits, or associates (including but not limited to) of

- Ketto Online Ventures Pvt Ltd, Ketto Foundation
- Milaap Social Ventures Pte. Limited, Milaap Social Ventures Pvt. Limited, Kashi Vishwanatha Vidya Samasthe (Milaap Foundation And Affiliates)
- BitGiving (HuddleTech Services Pvt. Ltd)
- GiveIndia, Give Foundation
- LetzChange (LetzChange Foundation) or its US, UK affiliates
- Samhita Social Ventures Private Limited, Nadathur Trust, or Samhita Foundation or affiliates, Global India Fund (USA)
- Dasra - Impact Foundation (India)
- Charities Aid Foundation (CAF) India
- United Way of Mumbai or affiliates
- United Way of Kolkata or affiliates
- GoFundMe USA, or its current or future India affiliates
- Global Giving USA, Global Giving UK, or its current or future India affiliates
- India Cares Foundation
- iCharity - Art of Charity Organization
- Wishberry, Randommotion Advertising Private Limited
- TheHotStart, Blueberry Bay Ventures Private Limited
- Catapoolt, Starting Blocks Media Ventures Private Limited
- LetsVenture Online Pte. Ltd / LetsVenture Online Pvt. Ltd
- Fueladream/Fueladream Online Ventures Private Limited
- Crowdera/Crowdera Ventures Private Limited/ Crowdera Foundation
- Letsendorse/ Letsendorse Development Private Limited
- Affordplan/Usekiwi Infolabs Private Limited
- LetsMD/Medbay India Private Limited
- Qingsongchou/ Guangdong Hongguangan Insurance Broker Co., Ltd
- Shuidi/Beijing Water Drop Protection Technology Co., Ltd
- JustGiving/Just giving Australia/ Everyday Hero/ Giving.com limited.
- Healthfin/ Plusworth Solution Private Limited
- Smallchange
- DonateKart (Pratyarpana Services Private Limited)
- Other entities as the Management of Impact Guru in its sole discretion may determine from time to time during the term of this agreement.
- Bajaj Finance Limited
- Bajaj finance health insurance
- loantap financial technologies
- GMoney Private Limited
- Earlysalary Health

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• Child Help Foundation

This paragraph shall not prevent you from being engaged or interested in a business after the termination date only as a bona fide investor in a company listed on a recognized stock exchange.

"Critical Person" means any person who was an employee or director or Trustee of Impact Guru at any time within one year before your termination date who had access to trade secrets or confidential information of Impact Guru or knowledge of, involvement with, or influence over suppliers or clients (nonprofits or donors) of Impact Guru, and with whom you worked at any time during that period.

Retirement Age

The age of retirement or superannuation is 58 (fifty-eight) years, and you will automatically retire from employment with the Company upon attaining that age. Proof of age document submitted by you at the time of joining will be considered final for determining retirement age. (Not applicable in case of fixed term appointments).

Jurisdiction

Any dispute arising out of this contract will be subject to the jurisdiction of the court of laws at Mumbai in the state of Maharashtra.

Severability

The various provisions of this agreement are severable, and the invalidity or unenforceability of any provision in this agreement shall not affect the validity or enforceability of any other provision in this agreement.

Equal Opportunity

Impact Guru is an Equal Employment Opportunity Employer and is committed to a policy of administering all employment decisions and personnel actions without regard to race, color, religion, sex, sexual orientation, gender identity, expression, pregnancy, national origin, age, physical or mental disability, marital status, veteran status, or any other category protected under applicable national, state, or local law.

Acceptance

You are requested to sign a copy of this Letter of Appointment as a token of having accepted the terms and conditions of your employment and return the same. The terms of your "Appointment Letter" detailed herein are strictly confidential and should be treated as privileged communication between yourself and Impact Guru and ought not to be disclosed to any person in the ordinary course.

This letter contains the entire understanding of the parties concerning the terms and conditions of this offer of employment and supersedes any prior verbal or written communication. This offer may only be modified in a document signed by the parties referring specifically to this offer.

Amendments

Any term of this agreement may be amended or waived only with the written consent of Impact Guru. I hereby accept my employment with Impact Guru Technology Venture Private Limited as described in this Letter, including the attached Terms of Employment and other annexures. I have read and understood the terms

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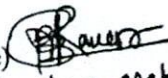
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and conditions and agree to abide by them. I am under no obligation or duress to accept these terms and conditions of employment. I accept them of my own free choice and will.

Impact Guru Technology Ventures Private Limited	Employee
DocuSigned by: Kavya Guwalani 70B03673E900408 Name: - Kavya Guwalani Designation: General Manager – Talent Acquisition	(Signature)  Name: Bhushan Mahendra Pawar Email ID: bhushanmahendrapawar@gmail.com Contact No. 8459257408

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EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT (here in after referred to as "**AGREEMENT**", which expression shall include the Schedule(s) here of and all amendments made from time to time) is executed at _____ on this _____ day of _____ by and between:

PARTIES TO THIS AGREEMENT:

M/s HJ Hospitals Sarl, Kinshasa, Democratic Republic of the Congo (DRC) a unit of H.J. Group of Companies registered under the RCCM: CD/KIN/RCCM/14-B-01858 ID NAT: 01-933-N779658W having its registered office at 22309, Boulevard Lumumba, Croisement T.P./Funa Limete Industriel, Kinshasa, DRC (hereinafter also referred to as "**the Employer / Hospital**") which expression shall, unless repugnant to the context or bearing thereof, be deemed to mean and include its successors in business, permitted assigns, heirs, representatives, nominees, associate/ subsidiary of the Employer, any of its Group Company (ies), (etc) as the **First Party**;

AND

Mr Chandan Kumar aged 25 years, S/o _____ having Permanent residence at _____ being a citizen of India bearing Passport Number: B8390391 (here in after also referred to as "**the Employee**") of the **Second Party**.

The First Party and Second Party collectively referred to as "**Parties**"

WHEREAS, HJ Hospitals Sarl, Kinshasa, DRC is a subsidiary/unit of H.J. Group of Companies which is based in DRC and is engaged in operation and management of 200 bedded multispecialty hospital in Kinshasa, DRC; and hereby appoints **Mr Chandan Kumar** as **Assistant manager** with effect from the date of joining as per the terms and conditions contained in herein below provided in this agreement.

AND WHEREAS, the Employee has agreed to invest time and efforts to serve the Employer as **Assistant manager** and to fulfil the job requirements up to the expected level and shall be paid remuneration during the period of employment as decided by the from time to time and as agreed in this Agreement.

AND WHEREAS the aforesaid parties hereto are desirous of recording the said terms and condition to legally bind the parties to this agreement.

NOW THIS AGREEMENT WITNESSES AS UNDER: -

1. JOB PROFILE AND DESCRIPTION:

As **Assistant manager** for HJ Hospitals Sarl, Employee have to work in the **Department Pharmacy -Depot, Data Management , Inventory and cost management** as mentioned in your JD & KRA.

2. EMOLUMENTS & REMUNERATION:

2.1 The Employee shall be entitled to receive his monthly salary as per the attached **Annexure-1**.

2.2 EXTRA PERKS AND ADVANTAGES:

- a. Semi-furnished accommodation **Sharing Room in DRC** shall be provided for the Employee. Any other expenses pertaining to employee stay in DRC shall be borne by the Employee.
- b. Canteen facility is available at hospital premises, where Employee can avail the facility during the employment period & **USD 150** (Us Dollars One Hundred Fifty Only) will be deducted from **Employee** salary on monthly basis. In case the Employee opts for self-food arrangements no deduction would be applicable.

- c. All medical expenses (excluding pre-existing and chronic diseases, dental, ophthal, Physiotherapy and dermatology) of the Employee at DRC, will be borne by the Employer.
- d. The Employer will not provide the Employee with any type of Life Insurance, Health Insurance and or any other policy/agreement which will financially cover the Employee in case of any injury, permanent disability and or death. If an Employee wishes to avail any such policy/agreement (as mentioned above) during the period of Employment Contract with HJ Hospitals, the cost will be borne by the Employee only.

2.3 No other communications as well as commitment are made by the Employer for remunerations or otherwise, other than as mentioned in Clause 2 of this Agreement to the Employee.

3. DATE OF JOINING

This agreement shall be deemed effective from the date of joining (first working day after reporting at Kinshasa, DRC).

4. PROBATION PERIOD

4.1 The Employee will be on probation period for Six (6) months, from the date of joining the Employer. During the probation period, the Employer can terminate the contract by giving 7days notice period in case of unsatisfactory performance of employee. During the probation period, the performance will be evaluated on below parameters;

- 1. Employees' KRAs
- 2. Clearing level 2 French language

However, the probation can be extended further for 2 months, on failure of clearing the performance review conducted by the Employer.

5. TENURE OF SERVICE & AGREEMENT

5.1 This employment contract is valid for a term of **Twenty-Six months** from the date of joining.

5.2 In case the Employee decides to leave the company before expiry of the period of employment contract or if the Employer wishes to terminate the contract within the aforementioned period, a notice period of minimum 60 days would be applicable from the date of resignation or termination, and all expenses including return air fare, visa, work permit, airport entry and exit would be at employee's cost, it is also understood that employee would not take any other appointment in DRC in similar field or sector for next 5 years from the date of termination of this agreement.

6. WORK RELATED CONDITIONS AND RESTRICTIONS

6.1 The Employee shall devote full time to the work of Employer and during the term of the employment with the Employer, the Employee will not engage in any other employment, occupation, consulting or other business activity.

6.2 The Employee must abide by the Rules & Regulations of the Employer applicable at all times, and these may be changed at any time and notified to the Employee by the management.

6.3 The administrative language in DRC is French. Employee has to attend the French language learning classes on regular basis, which is a 6 months course and conducted/provided by the Employer. Employee must complete the course after which the French Language Assessment Test will be conducted by the Employer. Employee has to clear Level 1 (Basic) in first 3 months from the date of joining and next 3 months Level 2 (Advance). However, if the employee is unsuccessful in the French Language Assessment Test as per Hospital Policy, employee has to bear additional course fee of USD 200 per month from Seventh month onwards.

7. CONFLICT OF INTEREST:



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Kinshasa: Limete - Gombe - Masina | Lubumbashi

During the period of employment, the Employee shall not undertake any other employment, assignment or contracts whether part time, full time or on assignment basis, without the prior written permission and authorization of the management.

8. NON- DISCLOSURE:

The Employee undertakes that, in consideration of his employment with the and any salary paid for services during the period of his employment with the and for other good and valuable considerations, the receipt and sufficiency of which is hereby acknowledged by the Employee, while in the service of the whether in the capacity in which he/she has been employed or in any other capacity for which he/she may be entrusted and further for a period of Five (5) years immediately following the separation/ dismissal/ retirement or termination of his employment with the for any reason:-

- 8.1 He/she shall not directly or indirectly in any capacity disclose or communicate any confidential or proprietary information to which he/she may come across during the tenure of his/her employment to any individual or business entity. In addition to this he/she will not use such information for his/her personal purpose.
- 8.2 He/she shall not, directly or indirectly either for himself/herself or for any other individual or business entities solicit or take away or make an attempt to solicit or take away the clients of H.J. Group of Companies for whom the group companies rendered services during the employment of the Employee.
- 8.3 He/she shall not form any association with any member of the staff. Nor shall he/she engage himself/herself in soliciting or employing or making an offer to employ any member of staff for any individual or business entities engaged in identical business to that of H.J. Group of Companies.

9. LEAVES

The Employee is eligible for **30** days paid leave (calendar days) after **12** months' continuous service from the date of joining. All expenses including return air ticket* to home country (*Travel Sector: Kinshasa-Mumbai -Kinshasa), visa, Kinshasa airport exit charges would be borne by the Employer as per category. Any other visit expense will be borne by Employee himself.

10. TERMINATION:

10.1 NOTICE:

- a. **Employer:** Employer is liable to give termination notice period of **30 days** to employee, post completion of probation period.
- b. **Employee:** 60 days notice is a must for the Employee's service (or pay in lieu thereof) excluding any leaves available/credited in his account. Employer reserves the right to pay or recover salary in lieu of the notice period.
- c. In the event, that the Employee takes more than 30 days of unauthorized absence or overstays the leave originally granted and subsequently extended, the Employee shall lose lien on his appointment and shall be presumed to have abandoned his position of his own accord.
- d. In case of absence due to illness, the Employee must notify the management no later than midday of the day of absence, and in case of illness or sickness of more than 30 days, he/she must provide them with a letter from a recognized Practicing doctor in Congo. If the Employee is found to be suffering from any infectious disease or a protracted illness that was not disclosed to the Employer at the time of his appointment, the Employer shall reserve the right to terminate the Employment contract.
- e. If at any time during the period of employment, the Employee is found guilty of misconduct, wilful negligence, disobedience, misappropriation, insubordination or breach of any terms of

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this appointment letter or the Terms and Conditions of Employees employment, the Employer will terminate his appointment without any notice or pay in lieu thereof.

f. If at any time during the period of employment the Employer will terminate the employment contract without any notice or pay in lieu thereof if the Employee is found guilty of below mentioned violations:

- i. Forgery and or misuse of hospital documents.
- ii. Faking of Educational certificates of the self.
- iii. Embezzle of Hospital funds.
- iv. Misuse and or damage to Hospital property.
- v. Involvement of the Employee in any anti-organizational activity.
- vi. Putting false allegation(s) on the Employer and or the colleague(s) which may defame the Employer and or other Employee(s).

If proved guilty on the above, the Employer also reserves the right to take legal action against the Employee as per DRC laws and regulations.

11. ARBITRATION:

Any dispute arising out of or in connection with this agreement shall be settled through arbitration under the DRC Law and Regulations. The venue of the arbitration shall be in DRC.

12. JURISDICTION:

That in the event of any dispute or difference arising between the parties hereto either during the subsistence of this Agreement, the same shall be subject to the jurisdiction of the courts at DRC exclusively.

13. That Employee agrees that the covenant and conditions of the Agreement are only a part of the terms of employment; and the right to discharge the Employee from his services is reserved by the Employer.

14. COUNTERPARTS.

This Agreement may be executed in two counterparts for the purposes of record of both the parties.

For HJ Hospitals Sarl,

Mr. Amit Chauhan
CEO

Date:

Employee Acceptance:

Name: Mr Chandan Kumar

Signature:

Date:

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Annexure – 1

S. No.	Particulars	Description
A	Remuneration per month.	Basic Salary = USD 700/- HRA = USD 100/- Special Allowance= USD 50/- Travel Allowance = USD 150/- Food Allowance = USD 150/- Gross Monthly Salary = USD 1150/- (United States Dollars One thousand one hundred & fifty Only). Note: This will be credited to Employee's bank account in DRC.
B	Employment Contract Duration	Twenty-Six Months from the date of joining.
C	Probation Period	Six Months from the date of joining.
D	Notice Period	60 days.
E	Retention Clause	USD 2000 will be kept as Retention Amount* which will be recovered from Employee's monthly salary in 6 equal instalments. This retention amount will be released at the time of Full & Final Settlement when Employee successfully completes employment contract with HJ Hospitals Sarl.
F	Penalty for pre-mature termination of this agreement.	*Retention Amount of USD 2000/-.

For HJ Hospitals Sarl,

Mr. Amit Chauhan
CEO

Date:

Employee Acceptance:

Name: Mr Chandan Kumar

Signature:

Date:

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Near Sanganer Airport, Jaipur-302029

Page 5 of 6

Annexure - 2

Medical self-declaration form

1. Do you suffer, or have you ever suffered from any of the following?

Symptom/Disease	Yes	No	Symptom/Disease	Yes	No
Asthma or shortness of breath (Please provide details below)			Epilepsy or blackouts (Please list any details below)		
High / low blood pressure			Stomach disorders		
Any hearing disability			Liver disorders		
Diabetes			Anaemia		
Hernia			Phobia (please specify)		
Heart related problems			Drug / alcohol addiction		
Nervous disorders			Allergies (please specify)		
Do you have any visual problems? (Please provide details below)			Vibration white finger or any HAVs related condition		
Tenosynovitis (joint problems)			Spine (C, T, L, S)		
HIV			Any kind/type of Cancer		

2. Are you currently taking any medication (prescribed or over the counter)? Please give the name, mgs and how often you take it:

3. Are you registered disabled? YES/NO

4. Have you ever gone through any major surgery(ies)?

5. Have you suffered or are suffering from any other disease apart the ones mentioned in point 1?

6. Details of your point 1 disease(s) where you had mention "Yes":

I hereby declare that all the information provided in this questionnaire is correct. I shall promptly report to the Employer about the any relevant change in the same. If it is found that any of the information provided herewith is false or kept hidden, then the Employer may take disciplinary action.

Date:



Employee Signature


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 Near Sanganer Airport, Jaipur-302029

Page 6 of 6

22309, Boulevard Lumumba, Croisement T.P/Funa, 1^{ère} Rue, Limete Insudtrial, Kinshasa, RDC.

Urgence : 4309 | Service client: +243 815586555

info@hjhospitals.org | www.hjhospitals.org

Kinshasa: Limete - Gombe - Masina | Lubumbashi

CTC FOR ALL PROFILES EXCEPT IN HAND SALARY

S No	Expense Head	Total Expenses/Month (USD)
1.	Accommodation (Sharing Basis) fully Furnished	1100\$
2.	TV Recharge	80\$
3.	Free Drinking water	50\$
4.	Free Gym Services	100\$
5.	Free Swimming pool services	100\$
6.	Free Transport (Car/Bus)	100\$
7.	Free VISA	50\$
8.	Free Ticket	70\$
9.	Free Room Services (Housekeeping)	100\$
10.	Free French Classes	150\$
11.	Free Medical Services (Except: Pregnancy, Dental & Cosmetics)	100\$
12.	Free Mobile Recharge as per Grade	20\$
13.	Free WIFI	100\$
Total CTC (Except In hand 100% Tax Free Salary) PER MONTH		2120\$
		In INR:173840 RS/Month
		20,86,080 Rs/Year



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



22309, Boulevard Lumumba, Croisement T.P/Funa, 1^{ère} Rue, Limete Industriel, Kinshasa, RDC.

Urgence : 4309 | Service client: +243 815586555

info@hjhsitals.org | www.hjhsitals.org

Kinshasa: Limete - Gombe - Masina | Lubumbashi

13/12/2023

MR/MS. Deeksha SinghDear MR/MS. Deeksha Singh

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

You are requested to join the duties latest by 18/06/2024

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

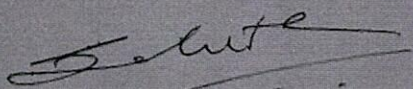
You are requested to bring with you the following documents at the time of joining your duties:

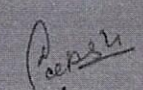
- i) Four passport size photographs.
- ii) Copies of educational/professional qualifications and experience certificates.
- iii) Certificates in support of date of birth.
- iv) PAN Card and AADHAR Card Copy.
- v) Copy of Permanent Address Proof.

We look forward for your long & happy association with Macleods Pharmaceuticals Ltd.

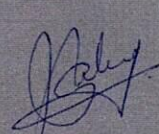
With best regards

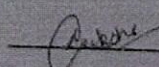
For Macleods Pharmaceuticals Ltd.


Authorized Signatory


Acceptance:

I have read the above terms and conditions and I do hereby agree to the same and accept the offer. I will join on 18/06/2024


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


MR/MS. DEEKSHA SINGH

Anita Thapa

From: Vinod Tejwani
Sent: 29 November 2023 10:36
To: Meenakshi Baiswar; Anita Thapa
Cc: Suman Rituraj; N Satheeshkanna
Subject: RE: CAMPUS RECRUITMENT FOR THE SESSION 2023-2024

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Ms. Meenakshi,

Greetings for the Day!

Thanks a lot for the revert and sharing the requirements .

@Anita Thapa Please share the details with students on priority.

With Regards,



Vinod Tejwani
Dean- Placements & Alumni Relations

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

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

M: +91 9891393008, 9929754987

P: +91 141 3924700 (213)



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From: Meenakshi Baiswar
Sent: Tuesday, November 28, 2023 5:51 PM
To: Vinod Tejwani
Cc: Suman Rituraj
Subject: CAMPUS RECRUITMENT FOR THE SESSION 2023-2024

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

Dear Vinod ji / Suman ji,

Greetings from Macleods Pharmaceuticals!

We have hired students from your Esteemed Institute In past few years and continuing the trend , we look forward to hire fresh talent this year.

Please find Company details for your perusal.

Request to share list and profiles of the students who are interested in the role.


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We look forward to visit the Campus as soon as we get confirmation about the number of students interested for the role.

About Macleods Pharmaceutical Limited

Macleods is an established name in Indian Pharmaceutical market. With its diversified product portfolio, Macleods has gained leadership in various therapeutic segments. Today Macleods features amongst Top 10 companies in India and is recognized as one of the fastest growing companies.

Macleods has forayed into high growth potential segments like Cardiovascular, Diabetes, Orthopedics, Gynecology, Respiratory and Oncology. Macleods business has witnessed exemplary growth over the past few years growing ahead of the Indian Pharma Market as well as International market. The company has focused on gaining markets while maintaining its dominant position in Anti-TB and Anti-infective segments.

Vision

Our vision is to become a leading global pharmaceutical company by providing high quality, affordable and innovative therapeutic solutions for patients with diverse medical needs

Infrastructure

Macleods has facility to manufacture Tablets (dispersible, bi-layered, coated, uncoated, enteric coated), Hard gelatin capsules, Soft gelatin capsules, Dry powder injections, Dry syrups, Granules and Liquid Orals.

Macleods products are manufactured in facilities approved by international regulatory agencies including USFDA, UK-MHRA, WHO-Geneva, MCC South Africa, MOH - Saudi Arabia, MOH- UAE, MOH- Belarus, MOH- Ukraine, INVIMA- Colombia, National Drugs Authority (NDA) Uganda, Food and Drugs Board, Kenya; Pharmacy Board, Tanzania FDA, etc.

Our Drug manufacturing plants are at Indore, Baddi, Daman, Sikkim and has API manufacturing facility at Dahej & Sarigam in Gujarat, which is also approved by USFDA & WHO-Geneva, details as follows:

Research & Development facilities

Approved by the Department of Scientific and Industrial Research, Government of India, it facilitates the development and quality up-gradation of safe and efficacious formulations. With a team of over 1000+ researchers, scientists, IP and legal experts, we have thus far successfully filed a number of dossiers and approvals across markets in Europe, Malaysia, USA, South Africa, Brazil, etc

API Development

Involved in the development of active pharmaceutical ingredients, this division handles multi-step chemical synthesis involving varied reaction types including the use of chiral substrates.

Our scientists comply with legal and regulatory requirements while working towards making the APIs scalable and cost-effective.

We are looking for



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The IIMR University
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Near Sanganer Airport, Jaipur-302029

Management Trainees for our Product Management Team based at Andheri, Mumbai.

Job description:

1. To study current market trends, do data analysis and play a role in lifecycle management of pharmaceutical products.
2. Develop and refine strategies including identifying target markets and product positioning, branding and differentiation.
3. Coordination with the Sales team, guide them, define product roadmaps and achieve business objectives.
4. Work in close collaboration with the sales team and in synchronisation with goals of the company.
5. Excellent communication and analytical skills.

For B.Pharm + MBA:

Details	
Joining Designation & CTC(p.a)	Management Trainee, CTC – 5.5 L
Probation Period	9 months, After completion of 9 months, Designation is revised to Product Executive, CTC is revised to 6.49 L
Confirmed Designation & CTC(p.a)	Product Executive, CTC – 6.817 L

The candidate has to sign 2 year bond on Joining the Organisation.

Thanks & Regards,
MEENAKSHI BAISWAR
HUMAN RESOURCE

 02267695800 Extn. 453

 +91-9136631117



MACLEODS PHARMACEUTICALS LIMITED
A WING, 501, 502, 503, EVEREST GRANDE,
SHANTINAGAR, MAHAKALI CAVES
RD, ANDHERI (E), MUMBAI 400093


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



VRL\HRA-OL\2024

Date: 03.07.2024

Mr. Dev Prakash
S/o Sh. Rakesh Singh,
Ward no. 03 Bairiya,
East Champaran, Bihar-845424

Dear Dev Prakash

Thank you for interacting with us to pursue an employment opportunity with our Company. Based on your interview with us on **28/06/2024**, we are delighted to offer you the position of **Management Trainee** under **Venus Marketing Service – Allied Cadre**. We trust that your knowledge, skills and experience will be among our most valuable assets.

While this offer of appointment is being made in **PMT-III department**, your initial place of posting will be at **Panchkula**. The management reserves the right to utilize your services in any of our group companies, located anywhere in India or abroad, either in existence or which may come into existence.

For Joining formalities and induction, you have to come to the address mentioned below.

M/s. VENUS REMEDIES LIMITED
Corporate Office: 51-52 Industrial Area, Phase-I
Panchkula (Haryana)- 134113, India

This appointment offer is subject to:

- (a) The information provided by you in your Biodata and during interview are correct and valid.
- (b) This offer is valid from the date of joining which should not be later than **08/07/2024**.
- (c) This Offer is valid subject to your submission of resignation and resignation acceptance from your current organization not later than seven days from the date of offer.
- (d) Offer stands canceled in case of any deviations in information or if you fail to report to us on or before mentioned date.

Registrar**The IIHMR University**

1, Prabhu Dayal

Near Sanganer Airport, Jaipur

Dev Prakash

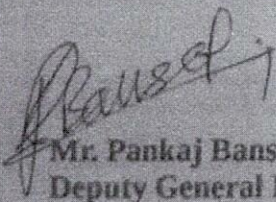
You are requested to kindly share the following documents on your joining-

- Original & Photocopies (Self Attested) of all education certificates, matriculation onward.
- Character / Experience Certificate from previous employers.
- Copy of Resignation letter to previous employer.
- Proof of last salary drawn.
- Copy of PAN, Driving License, Voter Card.
- Copy of Aadhar Card.
- PF UAN No. (If Available)
- Six passport size color photographs. (color, front face, without cap & goggle)
- Pass Book with Cancelled Cheque
- Latest Form 26 AS
- Investment Proof (Insurance, Housing Loan, PPF, Tution Fee, etc.)
- Medical Fitness Certificate
- COVID-19 Vaccination Certificate
- Domicile Certificate

Further, you shall abide by the rules, regulations & policies, including but not limited to the culture and discipline of the organization, in true letter and spirit. We hope that you will accept this job offer and look forward to welcoming you at the earliest.

Thanking You.

For Venus Remedies Limited

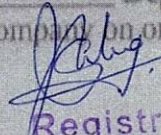


Mr. Pankaj Bansal
Deputy General Manager HRA

Accept Job Offer

I, Dev Prakash, do hereby solemnly affirm, undertake & accept the Job offer by Venus Remedies Limited for the post of Management Trainee in DMT Department.

Now, it becomes the liability of the deponent to join the company on or before the above mentioned date and serve the organization in true spirit.



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

Date: 04-07-2024

Deponent :

Dev Prakash

CTC Structure (Annexure to Appointment Letter)

Name:	Mr. Dev Prakash	
Designation:	Management Trainee	
Department:	PMT-III	
Date of Joining:	08.07.2024	
Components	Yearly	Monthly
Basic	168000	14000
HRA	84000	7000
Conveyance Allowance	84000	7000
Medical Allowance	42000	3500
Uniform Allowance	42000	3500
Gross Salary (A)	420000	35000
Additional Benefits (B)		
EP based incentives*	35000	2917
PF (Employer Contribution)	23400	1950
Gratuity	8077	673
Group Accidental Policy (Employer Contribution)	156	13
LWF	744	62
Earned leave	17500	1458
Mediclaim Sum Assured	100000	0
Total (B)	191950	7073
Annual CTC (A+B)	611950	42073
Deductions		
PF (Employee Contribution)	21600	1800
Venus Army Fund	1200	100
Charity	1050	88
LWF	372	31
Canteen Deduction (Employee Contribution)	10800	900
Group Accidental Policy (Employee Contribution)	156	13
Total Deduction (C)	35178	2932
Take Home Salary (A-C)	384822	32069

Note:

Gratuity:- Will be paid as per the Payment of Gratuity Act.

Earned leave:- 1 earned leave is accrued after every 20 working days & Carried over to next year.

*EP based incentive will be accrued on the basis of department profitability, as per company policy.

[Signature]

Registrar
The IHMR University

1, Pranav Dey Road, 1st Floor,
Near Sanganer Airport, Jaipur - 302029

[Signature]
Deputy General Manager (HRA)

Ref. No: RPL/HO/HR/04/2024

Date – 02nd April, 2024

Mr. Dipanshu Meval

801, Shiv Apartment,
Silicon City, Indore,
Madhya Pradesh.

Mobile No.: 9826832787

Email ID: dipanshu.pm14@iihmr.in

Dear Mr. Dipanshu,

Subsequent to the discussions that we had, we believe there is an excellent match between your skills and the career opportunities available with us for you as a member of our Organization. It gives us great pleasure to extend to you an offer to join our Organization as "Management Trainee – International Business" in "L5 Level" at our Mumbai Location.

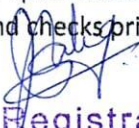
You are required to carry the following documents at the time of joining:

1. Copy of Pan Card & Aadhar Card (Mandatory).
2. Certified photocopies of Educational Qualification (from Xth onwards)
3. Employment Relieving Letter from Previous Employer.
4. Last 03 month's salary slip.
5. Family photographs – 1 (passport size) along with you and passport size two & stamp size two photographs of yours.
6. Fitness Certificate from a registered Medical practitioner.

You are required to join as early as possible, but not later than **April 08th, 2024**, failing which this offer shall stand withdrawn. Your employment with Rusan Pharma Ltd. is subject to satisfactory completion of verification and/or background or reference checks, which will be conducted by the Company at any time prior to or after your effective start date.

This offer is valid on the basis of the representations made/ information/ documents provided by you. In case the information/documentation furnished by you is found to be false, inadequate or has any discrepancies then the Company has the sole right to withdraw the offer and terminate the employment contract by issuing a letter of termination without notice and without any liability on the Company whatsoever.

By accepting the offer, you hereby specifically authorize the Company and/or its authorized agents to verify your educational qualifications and employment antecedents (if any), your conduct and any other back ground checks prior to your joining the Company or thereafter.


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

Contd...

RUSAN PHARMA LTD.

58-D, Government Industrial Estate, Charkop, Kandivali (West), Mumbai - 400 067, Maharashtra, India.

Phone No.: +91 (0) 22 4238 3000, +91 (0) 22 2868 2515 | Fax No.: +91 (0) 22 2868 9056

E-mail: enquiry@rusanpharma.com | Website: www.rusanpharma.com | CIN : U24230MH1994PLC077069

-:2:-

You shall extend your cooperation during such verification and if required provide authorizations to the Company or its agents to conduct the background verification.

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

Best Wishes,

For RUSAN PHARMA PVT LTD.

Niilesh V Thakkar
NIILESH V THAKKAR
HEAD - HUMAN RESOURCES

Accepted by (Sign) : _____
Name of Candidate : _____
Date : _____


Registrar
The IIT University
1, Prashant Vihar Marg
Near Sanganeer Airport, Jaipur-302029

RUSAN PHARMA LTD.

58-D, Government Industrial Estate, Charkop, Kandivali (West), Mumbai - 400 067, Maharashtra, India.
Phone No.: +91 (0) 22 4238 3000, +91 (0) 22 2868 2515 | Fax No.: +91 (0) 22 2868 9056
E-mail: enquiry@rusanpharma.com | Website: www.rusanpharma.com | CIN : U24230MH1994PLC077069

FW: Offer Letter - Management Trainee - International Business - 2024

From Vinod Tejawani <vinodtejawani@iihmr.edu.in>

Date Wed 4/3/2024 10:54 AM

To Anita Thapa <anitathapa@iihmr.edu.in>

■ 1 attachment (95 KB)

Mr. Dipanshu.pdf;

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)

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From: Priyanka patil <priyanka.patil@rusanpharma.com>

Sent: Tuesday, April 2, 2024 5:45 PM

To: Dipanshu Meval <dipanshu.pm14@iihmr.in>

Cc: 'Niileshvthakkar / HO / HR / RPL' <Niileshvthakkar@rusanpharma.com>; 'Vikkranth' <vikkranth.pawar@rusanpharma.com>; Suraj Kishan Ishikar <suraj@iihmr.edu.in>

Subject: Offer Letter - Management Trainee - International Business - 2024

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. Dipanshu,

Greetings from Rusan Pharma !!

We are pleased to inform you that our management has approved you candidature for employment.

Please find attached offer letter for your reference and provide your acceptance for same.

We offer Rs. 5 lacs per annum and additionally an amount of Rs. 1 lacs as loyalty bonus on completion of 2 years of services.

You are advised to go through the offer letter carefully and reply back within **24 hours** of receipt of this mail with your response.

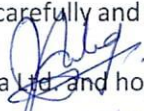
We wish you a great career with Rusan Pharma Ltd. and hope to see you on board soon.

Thanks & Regards

Priyanka Patil

Corporate HR

Email ID – Priyanka.patil@rusanpharma.com


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

Rusan

Rusan Pharma Ltd.

58-D, Govt Industrial Estate, Charkop,
Kandivali West, Mumbai – 400067.

+91 22 42383000

 www.rusanpharma.com



FARE LABS Private Limited (Testing Division)
Location 1 (Permanent Facility)
L-17/3, DLF Phase-II, IFFCO Chowk,
M.G. Road, Gurugram - 122 002, Haryana, INDIA.
Tel. : +91-124-4223207-08, 4034205 | Cell : +91-9289351688
Location 2 (Permanent Site Facility)
D-18, Infocity Ph-II, Sec-33, Gurugram - 122001, Haryana, INDIA.
Tel. : +91-124-4057437 | Cell : +91-9289351688
Email : farelabs@farelabs.com | Website : www.farelabs.com

07th May 2024

Ms. Diya Raj
Business Development Associate
Subject: Offer Letter

Dear Diya,

Welcome to the FARE Labs Family.

This is with reference to your application followed by round(s) of interviews, you had, and we are pleased to make an offer to you for the position of "Business Development Associate" on a CTC of **Rs. 4,80,000 (Four Lakh Eighty Thousand only) Per Annum** including PF & other deductions.

You are requested to join on **08th May 2024 at 9:30am** and meet the undersigned to complete joining formalities followed by induction. Kindly carry originals and copies of the following documents.

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

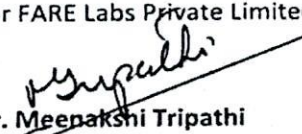
Your Appointment Letter will be handed over after verification and due diligence, which will outline terms of appointment, benefits associated with employment, probation period, annual leaves, and breakup of salary etc., as already discussed with you at the time of interview.

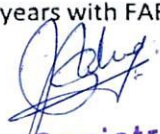
Our working hours are from Monday through Saturday from 9.30am to 7.00pm with lunch and tea breaks.

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

Once again, we welcome you and look forward to fulfilling years with FARE Labs.

For FARE Labs Private Limited,


Dr. Meenakshi Tripathi
[President]


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

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

Medical Fitness Certificate

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

Certificate

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

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

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

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

Mark(s) of Identification: _____

(Signature of the Candidate)

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

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


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

Offer Letter



Date: 07th March 2024

Dear Gaurav Kumar,

Greetings from IntegriMedical Pvt Ltd.!!

We are pleased to inform you that you have been selected for the position of '**Business Development Executive – Patna**' in IntegriMedical Pvt. Ltd. Your joining date would be on **Monday, 25th March 2024**.

Enclosed are the CTC details for your perusal. We look forward to a long-term association with you.

For IntegriMedical Pvt. Ltd.

Mr. Shreekant Vader
HR & Recruitment

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

USA: 805 North 4th Avenue, Unit 903 Phoenix, AZ 85003

India: Survey No. 614, Hissa No. 10 & 11, At Post: Saswad, Tal: Purandhar 412301 Tel. No. (+91) 72762 12555

W: www.integrimedical.com

Date:07.03.2024

CTC STRUCTURE

Employee Name	Gaurav Kumar
Total CTC	4,80,000.00

Salary	Per Month (Rs.)	Per Annum (Rs.)
Basic + Dearness Allowance (DA)	18,400	2,20,800
House Rent Allowance	6,440	77,280
Conveyance Allowance	1,600	19,200
Training Allowance	12,805	1,53,660
Gross Total (A)	39,245	4,70,940
Employees PF Deduction	0	0
Professional Tax	200	2,500
Employees ESIC Employee	0	0
Income Tax (TDS)	0	0
Deductions (B)	200	2,500
Net Pay Salary (A-B)	39,045	4,68,440
Employer PF Contribution	0	-
Employer ESIC Contribution	0	-
Statutory Bonus	755	9,060
Benefits (C)	755	9,060
Total Cost To Company (A+C)	40,000	4,80,000

*Please Note -

1. Health Insurance up to 3 Lakhs will be provided to each employee by IMPL
2. Statutory Requirements are not applicable at this time. However, if any such statutory requirements are applicable in future, the respective amount would be further deducted from the then CTC.
3. TDS deducted as per Government norms.



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



Dr. Willmar Schwabe
India
From Nature. For Health.

May 27, 2024

Mr. Harsh Choudhary
At-Baghkol, Basantrai,
Disst- Godda, Jharkhand,
Mob-9110074974

Sub: Offer of appointment as Sr. Executive - Marketing

Dear Mr. Choudhary.

With reference to the interview and subsequent discussions you had with us, we are please to offer you the position of **Sr. Executive - Marketing** of our Company. You will be reporting to **Mr. Praveen Saxena** on the date of joining.

Your annual Cost to Company will be **4,80,000 (Four Lakh Eighty Thousand Only)**. This is subject to usual statutory and / or other taxes, which may be imposed from time to time by the Government, or any public body authorized to do so.

A detailed letter of appointment will be given to you after your joining the organization when we receive the joining report from you

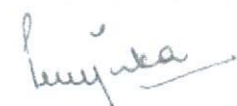
You are requested to join **on or before June 17, 2024.**

Please fill-up enclosed PF Nomination Form-2 and also sign attached ESI Form-1 and attach two copies of postcard size Group Family photograph(Self, Spouse, Children & Parents Only) and send them within 5 days to Head Office at Noida.

Kindly return the duplicate copy of this letter duly signed signifying acceptance of the above terms

Yours sincerely

For Dr. Willmar Schwabe India Pvt. Ltd.



Priyanka Thakur
Sr. Manager - HR



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

I Confirm acceptance of your offer and shall be joining on _____

Signature: _____

Date: _____

FW: Onboarding Details harshita

From Vinod Tejwani <vinodtejwani@iihmr.edu.in>

Date Fri 5/24/2024 3:51 PM

To Anita Thapa <anitathapa@iihmr.edu.in> ; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

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

From: **Sravana kumar Akkem** <Sravana.a@hetero.com>

Date: Fri, 24 May 2024 at 12:31 PM

Subject: Onboarding Details

To: Harshita Rajoria <harshitarajoria8@gmail.com>

Cc: Deepika Vuyyuru <Deepika.V@hetero.com>

Dear Ms. Harshitha Rajoria,

CONGRATULATIONS...!

We are pleased to inform that you have been selected as **"Officer"** for **"Emerging Market"** Department. You are required to report on **03/06/2024** and bring all the relevant documents in proof of qualification as mentioned in the below list. The Offer CTC- 5,00,000 PA.

Time to Report-10:00AM.

Please find the below enlisted documents required to carry for completing the joining formalities at Corporate Office.

Resume
Pass port size photos 04 no's
PAN card / Acknowledgement of PAN (Photocopies & Original)
Aadhaar Card/ Acknowledgement of Aadhaar (Photocopies & Original)
Address proof (DL, Voter ID or pass port)
Education marks cards from 10th onward (Photocopies & Original)
Relieving/Experience letter of previous Employer/Resignation acceptance.(If applicable)
Last 3 months' pay slips (if Applicable)
Bank account pass book front page/bank statement or cancelled cheque leaf with printed name


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

Thanks & Regards
Sravan. A
Corporate—HR
HETERO LABS LIMITED

.....
Mobile:8121039605 | Email:sravana.a@hetero.com



7-2-A2, Hetero Corporate, Industrial Estates, Sanath Nagar,
Hyderabad - 500018, Telangana, India.
Tel: 040 23704923 Ext No: 2090

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Near Sanganer Airport, Jaipur-302029



**FRESENIUS
MEDICAL CARE**

Date: 7-Dec-2023

PRIVATE AND CONFIDENTIAL

Fresenius Medical Care India Pvt. Ltd,
SAS Tower-B
Ground Floor, Sector - 38
Gurgaon -122001

Dear Harsimran,

Sub: Offer Letter

We are pleased to offer you a position of **Territory Sales Executive** in our organization.

Your annual CTC will be as per *Annexure I*.

Your Joining will be on or before **1st April 2024***.

Kindly acknowledge your acceptance by mail or in original.

* Final Date of Joining will be communicated in Feb'24.

* This offer is valid subject to successful background verification by third party appointed by Fresenius.
By accepting this offer I agree for the same.

Thanks/Regards,

Deepak Kumar

Head-Human Resources

Accepted

Harsimran

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

Fresenius Medical Care India Private Limited

CIN- U24231DL2006FTC147436

Regd. Office : S-21, Second Floor, Star City, District Centre, Mayur Palace, Mayur Vihar Phase-1, New Delhi-110091 Web: www.freseniusmedicalcare.asia

Corporate Office Gurgaon :
Ground Floor, SAS Tower-A,
The Medicity, Sec-38,
Gurugram-122001
Tel. : 0124 - 6642500
Fax : 0124 - 6642506

Branch Office Mumbai :
Kanakia Wallstreet, B-207/208,
2nd Floor, Andheri - Kurla Road,
Andheri - 400093
Tel. : 022 - 4217 6500
Telefax : 022 - 4217 6501

Branch Office Kolkata :
Unit No. T2-14A, 14th Floor, Millennium City IT Park,
Tower-II, Block-DN, Plot No.62, Salt Lake Sector V,
Bidhan Nagar, Kolkata-700091
Tel. : 033 - 3090 9500
Telefax : 033 - 3090 9506

Branch Office Chennai :
2nd Floor (VTB Center), Old No-4,
New No-7, South Boag Road,
T. Nagar, Chennai - 600 017
Tel. : 044 - 4396 0900
Fax : 044 - 4396 0915



**FRESENIUS
MEDICAL CARE**

Annexure I

Salary Breakup		
Particulars	Monthly Break Up	Annual Break Up
Fixed (A)		
Basic Salary	30000	360000
HRA	15000	180000
Special Allowance	26400	316800
Total (A)	71400	856800
Retirals (B)		
Employer Contribution to EPF	3600	43200
Total (B)	3600	43200
Fixed Compensation (A+B)	75000	900000
Variable (C)		
Target Sales Incentive (at 100% achievement) *	-	250000
Joining Bonus** (D)	-	150000
Total Sum (A+B+C+D)	-	1300000

* Terms as per the sales incentive policy, payout happens quarterly

** a) INR 75,000 payout in the first month salary with claw-back clause of 2 years, i.e. full recovery in case employees leaves the org before completing 2 years

b) INR 75,000 payout after completion of 6 months in the org, with claw-back of 2 years, i.e. full recovery in case employees leaves the org before completing 2.5 years

Registrar
The IHMR University
1, Prabhu Dayal Marg

Near Sanganeer Airport, Jaipur-302029

Fresenius Medical Care India Private Limited

CIN- U24231DL2006FTC147436

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Corporate Office Gurgaon :
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Gurugram-122001
Tel. : 0124 - 6642500
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Branch Office Mumbai :
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Andheri - 400093
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Unit No. T2-14A, 14th Floor, Millennium City IT Park,
Tower-II, Block-DN, Plot No.62, Salt Lake Sector V,
Bidhan Nagar, Kolkata-700091
Tel. : 033 - 3090 9500
Telefax : 033 - 3090 9506

Branch Office Chennai :
2nd Floor (VTB Center), Old No-4,
New No-7, South Boag Road,
T. Nagar, Chennai - 600 017
Tel. : 044 - 4396 0900
Fax : 044 - 4396 0915



**FRESENIUS
MEDICAL CARE**

Over and above mentioned benefits are also associated.

Mediclaime Benefit- Rs. 4.5 lacs (Individual+Spouse+02 Kids+ Parents)

OPD Benefits-Rs. 5000 (Individual+Spouse+02 Kids)

GPA- Rs. 15 lacs

Gratuity- As per company policy

Company paid mobile and SIM card -Limit as per company policy

Deepak Kumar
Head - Human Resources

Accepted
Harsimran

Fresenius Medical Care India Private Limited

CIN- U24231DL2006FTC147436

Regd. Office : S-21, Second Floor, Star City, District Centre, Mayur Palace, Mayur Vihar Phase-1, New Delhi-110091 Web: www.freseniusmedicalcare.asia

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Tel. : 044 - 4396 0900
Fax : 044 - 4396 0915

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

May 29, 2024

To,
Mr. Himanshu .
Ward-10,
Kheri Sadh,
Rohtak, Haryana-124001

Sub: Offer Letter

Dear Himanshu .,

With reference to your application and the subsequent interview, we are pleased to offer you the position of **"Management Trainee, Emp.Band-M10"** with **La Renon Healthcare Private Limited**.

Date of Joining: You are supposed to join within 30 days from the date of issuance of this letter failing which the offer stands null and void. If in case you are joining after 30 days of issuance of this letter then it should be communicated accordingly. The terms and conditions of appointment shall be effective from your date of joining.

Place of work: You shall be initially posted at **Ahmedabad**.

Training: You will be required to undergo on the job /classroom training immediately upon joining. During the training period, incase, it is found that you have not shown satisfactory progress, the management at its discretion will have the right to either extend the training period further or terminate your training arrangement as it may deem fit.

Duties: As **"Management Trainee, Emp.Band-M10"** you shall be responsible for various assignments related to **Product Management Team**. Detailed responsibility of yours will be explained to you in person at the time of your joining. However, the Company reserves the right to assign to you such other duties and responsibilities as may be considered advisable in the Company's interests.

Probation: You shall be on probation for the period of 6 months from the date of your appointment.

Emoluments and Taxes: You shall be paid annual CTC of **INR 471,092.00 /-** (**Four Lakh Seventy One Thousand Ninety Two Rupees only**) as per attached details in **Annexure-1**.

You shall be solely responsible for payment of all or any taxes, direct or indirect, state or local, whether payable in India or elsewhere, which may result from your remuneration and shall not be entitled for re-imbursement in regard thereof from the Company. You shall discharge any such tax liability within the time periods stipulated in this regard under applicable laws. In respect of any remuneration to be paid by the Company to you such remuneration shall be subject to any deductions and withholdings required to be deducted or withheld by the Company under applicable laws.


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

Accepted
Himanshu .
1/4

La Renon Healthcare Private Limited

Registered Office

207-208 Iscon Elegence | Circle-P | Prahlad Nagar Cross Roads | S.G.Highway
Ahmedabad-380015 | Gujarat | India
Phone:: +91-79-6616-8998 / 2693-6656 | Fax: +91-79-6616-8998

Corporate Office

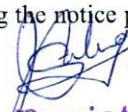
La Renon Corporate House | Behind Rajpath Club | Kensville Road |
Off. S.G. Highway | Ahmedabad-380059 | Gujarat | India
Phone: +91-79-6616-1000 /6160-1000/6160-1000/2683-1000 | Fax: +91-79-6160-1001

Terms & Conditions: You are expected to abide by the Company's Terms & Conditions:

1 General Employment Obligation:

During the period of your employment with the Company,

- 1.1 You shall devote to the best of your ability and experience, your whole working time, Attention and energies to the business of the Company as may be necessary and shall use your best endeavors to promote the interest and welfare of the Company. Further, during the term of your employment, you will not directly or indirectly take up or engage in, any other business, occupation or employment or assignment or any office, whether or not such activity is pursued for profit, gain or other pecuniary advantage, and you shall not render any other commercial or professional services or participate in any other commercial activity without the prior written permission of the Company.
 - 1.2 During your employment with the company, the company may call upon your services for the company and/ or its affiliates/ associates/ group companies/ subsidiaries whether existing today or which may be set up in future.
 - 1.3 You shall fully acquaint yourself with the various laws, orders, rules, regulations, notification etc. of the Central, State, Local and/or any other authority in force from time to time in so far as they relate to the discharge of your duties and responsibilities and see that all the requirements there under as also the principles of sound commercial practice are fully observed and complied with.
 - 1.4 You shall not pledge the Company's credit and/or make representation unless you are specifically and duly authorized in that behalf.
 - 1.5 You shall properly account to the company for any goods and/ or money belonging to the company that may come in your hands during the course of your employment.
 - 1.6 You will abide by the rules & regulations/ standing orders of the Company in force, at present, and as varied from time to time including the terms of the Appointment Letter, upon issue and signing of the same.
 - 1.7 During your employment with the company, you must adhere to all the rules and guidelines given under Uniform Code for Pharmaceutical Marketing Practices (UCPMP).
- 2 Transfer:** At the sole discretion of the Company, your services are transferable from one place to another anywhere in India or abroad and/ or from one department to another within the Company or to any of its associates, or sister concerns, or its subsidiary, whether existing today or which may be set up in future.
- 3 Leave:** You shall be entitled for leave at such time and of such duration as Company may grant depending upon the exigencies, in accordance with the Company's rules and regulations in force, introduced hereafter or modified from time to time. For the present you will be entitled to **7 days of Casual Leave** and **7 days of Sick Leave** in a calendar year (being the calendar year from January to December). Additionally, you would be eligible for **21 Earned Leave** per completed calendar year. Employee joining during the year will be eligible for leave of pro-rata basis. Refer Leave Policy for more details.
- 4 Traveling:** In the course of your employment, you may be required to undertake traveling either in India or elsewhere in connection with the Company's business, according to the directions and instructions issued by the Management, from time to time, for which you will be reimbursed expenses in accordance with the rules. Please refer Annexure-1 for your present allowances while working in field, if applicable.
- 5 Termination:** During your employment with the Company, the Company will be entitled to terminate your services without assigning any reason, by giving you One Month notice in writing or by the payment of One Month salary in lieu of such notice. In the event of your desiring to leave the services of the Company, you shall give the Company a prior written notice of One Month, failing which you shall be liable for a payment in lieu of notice/short notice, prior to the date of relieving from the Company. However, the Company may, at its sole discretion relieve you of your duties any time during the notice period, and in that event, you will be paid salary only up to the last day of your working.


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

Accepted
Himanshu .
2/4

La Renon Healthcare Private Limited

Registered Office

207-208 Iscon Elegance | Circle-P | Prahlad Nagar Cross Roads | S.G.Highway
Ahmedabad-380015 | Gujarat | India
Phone:: +91-79-6616-8998 / 2693-6656 | Fax: +91-79-6616-8998

Corporate Office

La Renon Corporate House | Behind Rajpath Club | Kensville Road |
Off. S.G. Highway | Ahmedabad-380059 | Gujarat | India
Phone: +91-79-6616-1000 / 6160-1000/6160-1000/2683-1000 | Fax: +91-79-6160-1001

- 6 Please note that this is just an offer letter which does not assure any type of employment in the organization until a formal appointment letter is issued to you.
- 7 This offer letter is being issued to you on the basis of the information and particulars furnished by you in your application with the company at the time of recruitment process.
- 8 You are requested to go through this offer letter carefully and return the duplicate copy duly signed or email confirmation to us as a token of having accepted the terms of this offer within 3 working days otherwise the offer will stand null & void.
- 9 Employment verification by means of a background check is a part of joining process and carried out on your joining; please ensure that the information and documents shared with us are correct. The management of the Company is free to take necessary and appropriate action in case of any discrepancy found in the verification report.
- 10 Appointment Letter issuance is subject to submission of Experience/Relieving Letter from previous company.
- 11 **Required Documents:** You are requested to send one set of self-attested scanned copy of the following documents:
- 10th Mark sheet & Certificate
 - 12th Mark sheet & Certificate
 - Graduation Mark sheet & Certificate
 - Post-Graduation Mark sheet & Certificate (If Any)
 - Any other related Degree/Diploma (If Any)
 - Experience Letter from all previous companies
 - Appointment letter of current company
 - Last 3 month's salary slips from current company
 - Resignation acceptance/ Relieving/ Property submission letter from current company
 - ID & Address proof (PAN, Driving License, Passport, Voter Card, Aadhaar Card)
 - 6 colored passport size photographs
 - Blood Group test report
 - One cancelled cheque from Axis/HDFC Bank, if you do not have account in Axis/HDFC Bank then submit a copy of cancelled cheque of your existing bank account
 - Pharmacy graduate has to submit a declaration on INR 300/- stamp paper at the time of joining, declaring that their registered pharmacy license is not being used anywhere else for monetary gains
- 12 **Employee Data Protection:** You explicitly and unambiguously Consent to collection, use, transfer, process, storage, in electronic or other form, of your personal data, by and among as applicable, the Company and/ or its affiliates/ associates/ group companies/ subsidiaries whether existing today or which may be set up in future, for the purpose of implementing, administering and managing your participation as an employee of the Company. You understand that the Company holds certain personal information about you, including but not limited to your name, address, qualification and any other information you provide under Clause 11 and during the course of your employment. You understand and agree that the company will collect, use, retain, process, transfer and store your data as required by the applicable Laws.

Wish you all the very best,

For La Renon Healthcare Private Limited,



Abhijit Basu
Exe. Vice President-Business Operations



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

Accepted
Himanshu .
3/4

La Renon Healthcare Private Limited

Registered Office

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Ahmedabad-380015 | Gujarat | India
Phone: +91-79-6616-8998 / 2693-6656 | Fax: +91-79-6616-8998

Corporate Office

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Off. S.G. Highway | Ahmedabad-380059 | Gujarat | India
Phone: +91-79-6616-1000 / 6160-1000/6160-1000/2683-1000 | Fax: +91-79-6160-1001

Annexure-1
Salary and Expense Reimbursement Details

Name - Himanshu .
Designation - Management Trainee, Emp.Band-M10
Department - Product Management Team
Location - Ahmedabad

Salary Details-

Heads	Amount/ Month (INR)	Amount/ Annum (INR)
Basic	17,500.00	210,000.00
HRA	7,000.00	84,000.00
HCA	3,499.00	41,988.00
Transportation Allowance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Child Education Allowance	200.00	2,400.00
Special Vehicle Allowance	1,317.00	15,804.00
Business Attire Allowance	1,317.00	15,804.00
Special Allowance	1,317.00	15,804.00
Gross Salary (A)	35,000.00	420,000.00
Bonus/Ex-Gratia*(B)	1,200.00	14,400.00
Total(C) (A+B)	36,200.00	434,400.00
Provident Fund (Employer's Contribution)	1,800.00	21,600.00
Gratuity	841.00	10,092.00
Mediclaime Premium	-	5,000.00
Other Benefits (D)	2,641.00	36,692.00
Total Cost to Company (C+D)	38,841.00	471,092.00

- * PF to be deducted @ 12% of Monthly Gross salary or INR 1800/- whichever is lesser
- * Professional Tax of INR 200/- to be deducted, if Monthly Gross is more than INR 12000/-
- * Eligible for Quarterly PLI as per prevailing policy post probation confirmation based on organization's overall performance (first month to be considered for PLI calculation if joined on or before 15th of particular month).
- * You can opt CUG Plan of INR 249 monthly rental or INR 249 to be reimbursed upon submission of monthly mobile bill.
- * Mediclaim limit is applicable as per Management Band covering Self, Spouse & Children.
- * Group Personal Accidental Insurance and Term Life Insurance is applicable as per Management Band.
- * Gratuity is payable as per Gratuity Benefit Act at the time of separation on completion of 5 years of continuous service
- * Applicable Taxes on Income to be borne by the employee.
- * Bonus to be paid annually.

For La Renon Healthcare Private Limited,



Abhijit Basu
Exe. Vice President-Business Operations


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

Accepted
Himanshu .
4/4

La Renon Healthcare Private Limited

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Phone: +91-79-6616-1000 / 6160-1000/6160-1000/2683-1000 | Fax: +91-79-6160-1001

Ref. No: RPL/HO/HR/04/2024

Date – 02nd April, 2024

Mr. Himanshu Sane

Palghar, Mumbai,
Maharashtra – 401405.

Mobile No.: 8265054172

Email ID: himanshudsane@gmail.com

Dear Mr. Himanshu,

Subsequent to the discussions that we had, we believe there is an excellent match between your skills and the career opportunities available with us for you as a member of our Organization. It gives us great pleasure to extend to you an offer to join our Organization as "Management Trainee – International Business" in "L5 Level" at our Mumbai Location.

You are required to carry the following documents at the time of joining:

1. Copy of Pan Card & Aadhar Card (Mandatory).
2. Certified photocopies of Educational Qualification (from Xth onwards)
3. Employment Relieving Letter from Previous Employer.
4. Last 03 month's salary slip.
5. Family photographs – 1 (passport size) along with you and passport size two & stamp size two photographs of yours.
6. Fitness Certificate from a registered Medical practitioner.

You are required to join as early as possible, but not later than **April 08th, 2024**, failing which this offer shall stand withdrawn. Your employment with Rusan Pharma Ltd. is subject to satisfactory completion of verification and/or background or reference checks, which will be conducted by the Company at any time prior to or after your effective start date.

This offer is valid on the basis of the representations made/ information/ documents provided by you. In case the information/documentation furnished by you is found to be false, inadequate or has any discrepancies then the Company has the sole right to withdraw the offer and terminate the employment contract by issuing a letter of termination without notice and without any liability on the Company whatsoever.

By accepting the offer, you hereby specifically authorize the Company and/or its authorized agents to verify your educational qualifications and employment antecedents (if any), your conduct and any other back ground checks prior to your joining the Company or thereafter.


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

Contd...

RUSAN PHARMA LTD.

58-D, Government Industrial Estate, Charkop, Kandivli (West), Mumbai - 400 067, Maharashtra, India.

Phone No.: +91 (0) 22 4238 3000, +91 (0) 22 2868 2515 | Fax No.: +91 (0) 22 2868 9056

E-mail: enquiry@rusanpharma.com | Website: www.rusanpharma.com | CIN : U24230MH1994PLC077069

- :2: -

You shall extend your cooperation during such verification and if required provide authorizations to the Company or its agents to conduct the background verification.

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

Best Wishes,

For RUSAN PHARMA PVT LTD.

Niilesh V Thakkar

NIILESH V THAKKAR
HEAD - HUMAN RESOURCES

Accepted by (Sign) : _____
Name of Candidate : _____
Date : _____


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

RUSAN PHARMA LTD.

58-D, Government Industrial Estate, Charkop, Kandivali (West), Mumbai - 400 067, Maharashtra, India.
Phone No.: +91 (0) 22 4238 3000, +91 (0) 22 2868 2515 | Fax No.: +91 (0) 22 2868 9056
E-mail: enquiry@rusanpharma.com | Website: www.rusanpharma.com | CIN : U24230MH1994PLC077069

FW: Offer Letter - Management Trainee - International Business - 2024

From Vinod Tejwani <vinodtejwani@iihmr.edu.in>

Date Wed 4/3/2024 10:53 AM

To Anita Thapa <anitathapa@iihmr.edu.in>

1 attachment (94 KB)

Mr. Himanshu.pdf;

With Regards,



Vinod Tejwani
Dean- Placements & Alumni Relations

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

E: vinodtejwani@iihmr.edu.in | W:

www.iihmr.edu.in

M: +91 9891393008, 9929754987

P: +91 141 3924700 (213)

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

From: Priyanka patil <priyanka.patil@rusanpharma.com>

Sent: Tuesday, April 2, 2024 5:44 PM

To: himanshudsane@gmail.com

Cc: 'Niileshvthakkar / HO / HR / RPL' <Niileshvthakkar@rusanpharma.com>; 'Vikkranth' <vikkranth.pawar@rusanpharma.com>; Suraj Kishan Ishikar <suraj@iihmr.edu.in>

Subject: Offer Letter - Management Trainee - International Business - 2024

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. Himanshu,

Greetings from Rusan Pharma !!

We are pleased to inform you that our management has approved you candidature for employment.

Please find attached offer letter for your reference and provide your acceptance for same.

We offer Rs. 5 lacs per annum and additionally an amount of Rs. 1 lacs as loyalty bonus on completion of 2 years of services.

You are advised to go through the offer letter carefully and reply back within **24 hours** of receipt of this mail with your response.

We wish you a great career with Rusan Pharma Ltd. and hope to see you on board soon.

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

Thanks & Regards

Priyanka Patil

Corporate HR

Email ID – Priyanka.patil@rusanpharma.com

Rusan

Rusan Pharma Ltd.

58-D, Govt Industrial Estate, Charkop,
Kandivali West, Mumbai – 400067.

+91 22 42383000

www.rusanpharma.com

**Vivimed**

Ref.: VLL/CORP/HR/HO/F.No.051
Date: April 11, 2024

Hitesh Kantilal Choudhari,
615, Vishnu Nagar,
Digha, Navi Mumbai - 400708.

Mob: 9326125414

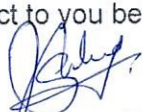
Dear Hitesh Kantilal Choudhari,

Sub: Letter of Offer for Employment

With reference to your application and subsequent discussions you had with us, we are pleased to offer you the position of **"Executive – Business Development"** on terms and conditions mutually agreed upon during the discussion.

Your place of work will be initially at **Vivimed Labs Ltd, NCC House, 4th Floor (West Wing), Madhapur, Hyderabad – 500081.**

1. You will report to the **"Manager – Business Development"** or any other assigned authority authorized by the company, with regard to your day to day activities from time to time.
2. The offer is valid till **May 15, 2024**, and you shall report for joining on or before **May 20, 2024**. Your Annual Compensation is **Rs.6,50,000/- on a Cost to Company basis.**
3. If there are any changes in the conditions of your service of employment the same shall be intimated to you.
4. You will be entitled to gross salary as discussed and agreed upon mutually during recruitment process.
5. You will be on probation for a period of six months from the date of your joining.
6. You are requested to sign confidentiality and non-disclosure agreement on your joining.
7. Your appointment order indicating terms and conditions of your employment will be issued to you at the time of your joining.
8. Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.
9. Employment as per this offer is subject to you being medically fit.


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

Vivimed Labs Limited.
CIN: L02411KA1988PLC009465
Registered Office: #78/A, Kolhar Industrial Area,
Bidar, Karnataka - 585 403, India.
T +91 (0) 8482-232045, F +91 (0) 8482-232436
Email: contact@vivimedlabs.com | www.vivimedlabs.com

Corporate Office:
NCC House, 4th Floor (Western Wing),
Sy. No.64, Madhapur, Hyderabad,
Telangana – 500 081, India.
GSTIN: 36AAACV6060A1ZQ
T +91(0) 40-6608-6608, F +91(0) 40-6608-6699



Vivimed

Please ensure to bring the following documents, certificates etc, at the time of your joining.

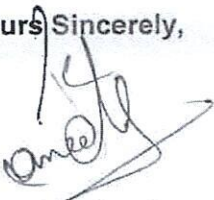
1. Photo copies of Educational Certificates.
2. Photo copies of Technical / Skill certificates.
3. Experience letter(s) of past employer(s).
4. Appointment letter and last drawn salary proof of previous employer.
5. Relieving letter from previous employer.
6. Six passport size photographs of self and one passport size photo of each dependent member of your family.
7. ID Proof (Photocopy of Passport /Ration card /Driving License /Voter ID card)
8. Photo copy of PAN card.
9. Previous Employer Form 16.

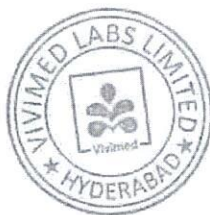
Please note that you are expected to keep the salary details strictly confidential.

Please sign and return duplicate copy of this letter in token of your acceptance.

We welcome you to **VIVIMED**.

Yours Sincerely,


Vineel Kathuri,
Human Resources



Offer acceptance:

I **Hitesh Kantilal Choudhari**, have received the offer letter dated **April 11, 2024** for the position of "**Executive – Business Development**" and I hereby accept the terms and conditions mentioned in the offer, I further confirm that I will be joining on or before **May 20, 2024**.

Date:

(Signature of the candidate)

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



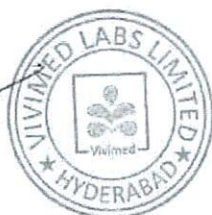
Vivimed

ANNEXURE

Emp Name	Hitesh Kantilal Choudhari	
Designation & Dept.	Executive & Business Development	
Grade & Level	G1 & L6	
Location	Corporate Office	
Cost To Company (INR)	45,833	5,50,000
Total Gross Salary	40,508	4,86,096
Salary Components	Monthly	Yearly
Basic Salary	20,254	2,43,048
HRA	8,102	97,219
Other Allowances	7,252	87,029
Standard Deduction Allowance	0	0
Washing Allowance	1,000	12,000
Leave Travel Allowance	2,500	30,000
NewsPaper/Journal Allowance	1,000	12,000
Child Education/Hostel Allowance	400	4,800
Car Maintenance Allowance	0	0
Deductions	Monthly	Yearly
Ee. ESI	0	0
Ee. PF	1,800	21,600
Medical Insurance		0
Net Salary	38,708	4,64,496
Er. ESI	0	0
Er. PF	1,800	21,600
Admin Charges	150	1,800
Total Fixed Pay	42,458	5,09,496
Bonus	3,376	40,508
Cost To Company (INR)	45,834	5,50,000
In Words(Five Lakhs and Fifty Thousand Rupees Only)		
Performance Bonus - 1,00,000 (This is totally based on your performance)		

Yours Sincerely,

Vineet Kumar Kathuri
Human Resources



Received By

Hitesh Kantilal Choudhari

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



Date: Mar 20, 2024

Dear Mr. Jeminee Jaiswal,

Congratulations! You've landed on Cloudnine!

We are delighted to offer you the position of **"Senior Executive - Pharma Procurement"** in the **"Pharma"** department.

On Cloudnine, we are continually scouring the country for bright, young talent who can infuse our brand with new blood, energy and spirit. We are a community of vibrant minds and kindred souls. And we'd love for you to be a part of it. We found that your experience and outlook meshes well with the skill sets we are looking for in this role, and we look forward to the value that you can add to our organization.

As and on Cloudnine, our organizational fabric is seamed together by four intrinsic values: Respect, Innovation, Customer Centricity and Integrity. We pride ourselves on being an organization that is equally outward and inward looking, channeling the energies harboured within us to our customers and well-wishers.

Our brand is also deep-seated in a guiding trinity we've christened the 3C's: comprehensive care, clinical excellence and celebration. These principles lead the Cloudnine way beautifully, marrying superior care with little flashes of delight. Just as surely as the 3Cs are exemplified towards guests, they are mirrored towards employees. Our organization is rooted in superlative employee satisfaction and care, and the celebration of milestones big and small. Our work is tightly tethered to passion and play, and we love what we do. We cherish each day, and we want you to do the same.

There's only one step left before we embark on this brand-new, exciting journey. By accepting this offer letter, you can take your first step on Cloudnine. We promise you a treasure trove of new experiences that will keep you on Cloudnine for a long time to come.

You are requested to join us on or before **April 01, 2024**.
This job offer is contingent upon the following:

1. Completion of a satisfactory background check.
2. Satisfactory reference checks.
3. Execution of an employment/non-compete/confidentiality agreement.
4. Satisfactory Health checks.

For any questions, please feel free to respond to this email and I'll be happy to address them for you.

Yours sincerely,

Sofia Joseph
Head-Human Resources

Registrar
The IHMR University
1, Prabhu Dayal Marg
Near Sangaria Airport, Jaipur-302020

Kids Clinic India Limited (formerly known as Kids Clinic India Private Limited)

Regd. Office: 1533, 9th Main, 3rd Block, Jayanagar, Bengaluru 560011. Phone: 99729 99729

CIN - U85110KA2005PLC037953 E-mail: info@cloudninecare.com | www.cloudninecare.com

Date: Mar 20, 2024

Mr. Jeminee Jaiswal,

Annexure-I

	Monthly	Annualized
Earnings		
Basic + DA	19318	231816
HRA	9659	115908
Special Allowance	14318	171816
Gross Earnings	43295	519540
Retirals		
PF Contribution (Employer)	0	0
Meritorious Contribution	929	11148
Statutory Bonus		
Advance Statutory Bonus **	1610	19320
Performance Linked Pay		
Performance Linked Pay *	0	0
Incentive	0	0
Cost to Company		
Cost to Company	45834	550008
Deductions		
ESI Contribution (Employee)	0	
PF Contribution (Employee)	0	
Professional Tax (Employee)	200	
Total Deductions	200	
Monthly Take Home ***	44705	

* Performance Linked Pay and Meritorious Contribution as per policy.

** Monthly Advance Statutory Bonus paid against Annual Statutory Bonus amount.

*** Take Home is before Income Tax and excluding Performance Linked Pay and Health Insurance Deductions

- Applicable tax to be borne by the employee.
- Health Insurance Coverage for Self and Family & Accident Insurance Coverage for Self as per policy and deductions made at actuals.
- Special Allowance may be allocated to reimbursement options detailed below.

Reimbursement Options Annual Limit
Food Coupons Rs. 30,000



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

Kids Clinic India Limited (formerly known as Kids Clinic India Private Limited)

Regd. Office: 1533, 9th Main, 3rd Block, Jayanagar, Bengaluru 560011. Phone: 99729 99729

CIN - U85110KA2005PLC037953 E-mail: info@cloudninecare.com | www.cloudninecare.com



HEXAGON NUTRITION LIMITED

Nutritionally Yours...

(Formerly known as Hexagon Nutrition Private Limited)

Date: 05th March 2024

To,
Mr. Kartik Sandeep Korekar
S/O Sandeep Korekar,
Rajmayuri Complex,
Near Bank of Maharashtra,
Plot No. - 17,
Old Subhedar Layout,
Nagpur - 440024.

OFFER LETTER

Dear Mr. Kartik,

We are pleased to inform that you have been offered the position of **Management Trainee (Sales)** in our organisation and as of now you will be posted at **Pune** headquarter in our Healthcare Division. Your Services are transferrable anywhere in India.

Your date of joining will be on or before **26th March 2024** failing which this offer will be treated as cancelled. You will be on probation period for 6 months from the date of joining & your subsequent continuation will be subject to your successful completion of your probation period. A detailed appointment letter will be issued to you after joining as per the above details.

On joining, kindly fill the **Joining Report** and submit the same duly completed to your immediate superior with CC to HR Department (jonathan.p@hexagonnutrition.com) & Sales Admin Department (sales.admin@hexagonnutrition.com) within 24 hours of your joining. You are also required to submit your resignation letter and relieving with the above.

Wishing you all the best!!!

Yours Sincerely

For,
Hexagon Nutrition Ltd

Monica Monteiro

Ms. Monica Monteiro
Manager - Human Resource

[Signature]

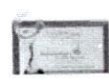
Registrar
The IIMR University
1, Prabhu Dayal Marg
Near Sangner Airport, Jaipur-302029

CIN:- U24110MH1993PLC072189

404 Global Chamber, Adarsh Nagar, Link Road,
Andheri (W), Mumbai (Maharashtra) - 400053 - INDIA.
Tel. No.: +91-22-62136710/711
Website : www.hexagonnutrition.com
Email ID: enquiry@hexagonnutrition.com



FSSC 22000





HEXAGON NUTRITION LIMITED

Recruitment of Management Trainee - Sales

➤ **Position – Management Trainee – Sales (Full time role)**

➤ **Industry – Nutraceutical.**

➤ **Education & Salary Eligibility.**

M.B.A pass out – 4.0 lacs per annum + 1.0 lacs retention bonus + Daily Allowances per month + Incentives.

➤ **Job Specification:**

- Proficiency and fluency in English (read/write/speak).
- Business understanding - primary, secondary, top line, bottom line, product incentives, DCR, portal access, KOL, Dr List, Stock statements, productivity, expiry.
- Presentation and negotiation skills, influencing skills

➤ **Job Description:**

- Responsible to achieve primary and secondary sales targets for the assigned Headquarter
- Selling the company's product to doctors, pharmacists, and other relevant healthcare professionals.
- Scheduling appointments with doctors, pharmacists, and other healthcare professionals to promote company medications
- To ensure timely execution of marketing inputs and strategies.
- Meeting Stockists/Chemist and make the products available.
- To ensure timely updation of doctor and KOL list.
- To ensure timely liquidation of products to avoid the expiry in the Headquarter

Note :-

- 1. This is field job and requires travelling.**
- 2. Candidates holding 2-wheeler licence and having their own bike/scooty shall only apply.**

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

OFFER OF APPOINTMENT



December 18, 2023

Mr. Kaushik Baban Singh
B/102 Poonam Astral, Near,
Dr Ranjeet Sawant Clinic, Tirupati,
Nagar Phase 1 Virar West Thane,
Maharashtra – 401303

Dear Kaushik,

Congratulations on your appointment! We welcome you to Lupin – *An innovation led transnational pharmaceutical company* and wish you a long and meaningful career with us.

1. **LOCATION & DATE OF JOINING:** You would be based at **Mumbai**. You would be required to join as early as possible but not later than **01st July 2024**. If you do not join your duty on the said date, this Offer of Appointment shall be treated as cancelled, unless the extension of the said date for joining duty is agreed upon by us.
2. **DESIGNATION & GRADE:** You would be designated as **Management Trainee** in Grade **M1**.
3. **COMPENSATION & BENEFITS:** The detailed breakup of your Compensation Structure and other company benefits applicable to your grade is enclosed.
4. **PROBATION PERIOD:** You will be on probation for a period of one year from the date of your appointment. If, in the opinion of the Company, you are found suitable for the post in which you are appointed, you will be confirmed.
5. **NOTICE PERIOD:** The Company reserves the right to specify the notice period required. However, either party can terminate this agreement by giving one-month (30 days) notice during the probation and three months (90 days) notice on confirmation without furnishing any specific reason. Accordingly, amount in lieu of short notice period would be payable by either party giving short notice.
6. **LEAVE:** You will be eligible for 24 working days of Leave in a year.

This is an offer of appointment. A detailed formal letter of appointment will be issued to you on your joining.

This offer of employment is conditional to the satisfactory completion of all Regulatory / Background Checks and Medical / Health Examination.

Please note that failure to clear any one of the above will lead to the immediate withdrawal of this offer letter.

We once again welcome you to Lupin and wish you a long fulfilling career with us.

Yours truly,
For **Lupin Limited**

Nandan Kumar Singh
Deputy General Manager – Human Resources

Registrar
The IIHMR University
1, Prabhu Dayal Marg

Near Sangner Airport, Jaipur - 302029

I agree to accept employment on the terms and conditions mentioned in the above letter. I shall be reporting for duty on

Signature: _____

LUPIN LIMITED

Registered Office: 3rd Floor, Kalpataru Inspire, Off W. E. Highway, Santacruz (East), Mumbai - 400 055 India. Tel: (91-22) 6640 2323. Corporate Identity Number: L24100MH1983PLC029

www.lupin.com



COMPENSATION & BENEFITS PROGRAM

Name	Kaushik Baban Singh
Designation	Management Trainee
Location	Mumbai

	GRADE	M1	
	Compensation Details	Per Month (In Rs.)	Per Annum (In Rs.)
A	Basic	27,600	331,200
	House Rent Allowance	13,800	165,600
	Adhoc Allowance	21,305	255,660
	Education Allowance	300	3,600
	TOTAL [A]	63,005	756,060
B	Annual Allowance		
	Leave Travel Allowance		9,000
	Telephone		7,273
	Retirals		
	Provident Fund (12% Of Basic)		39,744
	Gratuity (4.81% Of Basic)		15,931
	TOTAL [B]		71,948
C	TOTAL FIXED CTC [A+B]		828,008
D	Target Performance Incentive		72,000
E	TOTAL CTC [C+D]		900,008

- In-addition to the above, you will be covered under the following Schemes as per Company Policy:
 - Mediclaim Policy: This Policy covers self, parents, spouse and two children, subject to a limit of **Rs.2,00,000/-** as defined by the policy.
 - Group Accident Insurance Policy: The Insurance coverage for this grade is **Rs.10,00,000/-** as Per Company Policy.
 - Group Term Life Insurance Scheme: The Insurance coverage for this grade is **Rs.25,00,000/-** as per Company Policy.
- All payments are subject to the provisions of Income Tax Act.


Nandan Kumar Singh
 Deputy General Manager – Human Resources
 Date: December 18, 2023


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

LUPIN LIMITED

Registered Office: 3rd Floor, Kalpataru Inspire, Off W. E. Highway, Santacruz (East), Mumbai - 400 055 India. Tel: (91-22) 6640 2323. Corporate Identity Number: L24100MH1983PLC029

www.lupin.com



29th February 2024

Mr. Keshavanand Pawar
Khandwa, Madhya Pradesh
Pin Code - 450001



Letter of Intent

Dear Keshavanand,

Namaste!

Pursuant to your candidature being found suitable in the selection process, we are pleased to inform that you have been selected as **Management Trainee** at **Apollomedics Super Speciality Hospitals, Lucknow**, as per the mutually agreed upon '**Terms & Conditions**' and indicated in this **Letter of Intent**.

You are requested to join us **on or before 18/03/2024** after which this offer shall stand withdrawn.

This offer is subject to your reference check, including background verification and successful clearance of mandatory education requirements being found satisfactory. A detailed **Letter of Appointment**, elaborating the **Terms & Conditions** will be issued to you upon joining the organization, completing the necessary documentation(s) and having found **Fit to Join** in your pre-employment health check-up with us.

You are requested to submit the following at the time of your joining and carry originals for verification:

- Passport size photographs of Self [1 No(s).], Spouse (01 No.) and Dependents (01 each).
- Relieving / Work Experience Letter from immediate and past employers.
- Academic & Professional Qualification(s) certificates.
- Proof of Date of Birth (Class X Passing or Birth Certificate).
- Proof of Address (Any Govt. issued Photo ID with Address, for e.g., AADHAR CARD / Passport / Driving License).
- AADHAR CARD & PAN CARD.
- Latest Appraisal Letter with CTC Annexure & 03 Months Pay Slips in support of last drawn salary.

Your services are liable to be transferred at the sole discretion of organization, in such other capacity as the company may determine, to any department / vertical / section, location, sister concern or subsidiary. As a token of having accepted this offer, kindly sign the duplicate copy of this letter and return the same.

We look forward for having a long and mutually beneficial association.

Thanks & Warm Regards.

Yours sincerely,
for Apollomedics Super Speciality Hospitals,
[a venture of Apollomedics International Lifesciences Limited & an AHIL Group Hospital]


Mr. Deepak Sachdeva
Deputy General Manager
Human Resources


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

Apollomedics Super Speciality Hospitals
A Venture of Apollomedics International Lifesciences Limited
(formerly known as Medics International Lifesciences Limited)
KBC-31, Sector-B, LDA Colony, Kanpur Road, Lucknow - 226012, UP, India
Helpline No: 1800 419 1066 t +91 522 67 88 888 w lucknow.apollohospitals.com
CIN No. U85191UP2011PLC043154



SALARY ANNEXURE

Name: Keshavanand Pawar Designation: Management Trainee		
Salary Components	Per Month (INR)	Per Annum (INR)
Basic Salary	23,750	2,85,000
House Rent Allowance	11,875	1,42,500
Children Education Allowance	200	2,400
Other Allowance	5,993	71,912
Sub Total (A)	41,818	5,01,812
Reimbursements		
Telephone Reimbursement	1,000	12,000
Sub Total (B)	1,000	12,000
Insurance Premium (Employer's Contribution)		
Mediclaime (Premium)	1,416	16,992
Personal Accident Insurance (Premium)	98	1,176
Group Term Insurance (Premium)	226	2,712
Sub Total (C)	1,740	20,880
Statutory Components		
Provident Fund (12% of Basic)	1,800	21,600
Gratuity (4.81% of Basic)	1,142	13,709
Sub Total (D)	2,942	35,309
Fixed Cost to Company (FCTC)	47,500	5,70,000
Performance Linked Variable Pay (PLVP)	2,500	30,000
** Special Bonus		1,00,000
Total Cost to Company (Sum A+B+C+D) - TCTC	50,000	7,00,000
** Onetime bonus post completion of one year		




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


LUPIN
OFFER OF APPOINTMENT
December 18, 2023

Ms. Kimaya Yogesh Save
Gurukrupa, Boisar Tarapur Road,
Near Water Tank, At – Pasthal Post,
Tapp, Taluka Palghar Pasthal Tarapur,
Maharashtra – 401504

Dear *Kimaya*,

Congratulations on your appointment! We welcome you to Lupin – *An innovation led transnational pharmaceutical company* and wish you a long and meaningful career with us.

1. **LOCATION & DATE OF JOINING:** You would be based at **Mumbai**. You would be required to join as early as possible but not later than **01st July 2024**. If you do not join your duty on the said date, this Offer of Appointment shall be treated as cancelled, unless the extension of the said date for joining duty is agreed upon by us.
2. **DESIGNATION & GRADE:** You would be designated as **Management Trainee** in Grade **M1**.
3. **COMPENSATION & BENEFITS:** The detailed breakup of your Compensation Structure and other company benefits applicable to your grade is enclosed.
4. **PROBATION PERIOD:** You will be on probation for a period of one year from the date of your appointment. If, in the opinion of the Company, you are found suitable for the post in which you are appointed, you will be confirmed.
5. **NOTICE PERIOD:** The Company reserves the right to specify the notice period required. However, either party can terminate this agreement by giving one-month (30 days) notice during the probation and three months (90 days) notice on confirmation without furnishing any specific reason. Accordingly, amount in lieu of short notice period would be payable by either party giving short notice.
6. **LEAVE:** You will be eligible for 24 working days of Leave in a year.

This is an offer of appointment. A detailed formal letter of appointment will be issued to you on your joining.

This offer of employment is conditional to the satisfactory completion of all Regulatory / Background Checks and Medical / Health Examination.

Please note that failure to clear any one of the above will lead to the immediate withdrawal of this offer letter.

We once again welcome you to Lupin and wish you a long fulfilling career with us.

Yours truly,
For **Lupin Limited**

Nandan Kumar Singh
Deputy General Manager – Human Resources

620203-Ind
Registrar
THE WIPAC UNIVERSITY
Near Sangharsha
T. P. Road
The 11th Floor
A-15, PABHU Day
New Sangharsha
A-15, PABHU Day

I agree to accept employment on the terms and conditions mentioned in the above letter. I shall be reporting for duty on

Signature: _____

LUPIN LIMITED

Registered Office: 3rd Floor, Kalpataru Inspire, Off W. E. Highway, Santacruz (East), Mumbai - 400 055 India. Tel: (91-22) 6640
2323. Corporate Identity Number: L24100MH1983PLC029

www.lupin.com



COMPENSATION & BENEFITS PROGRAM

Name	Kimaya Yogesh Save
Designation	Management Trainee
Location	Mumbai

	GRADE	M1	
	Compensation Details	Per Month (In Rs.)	Per Annum (In Rs.)
A	Basic	27,600	331,200
	House Rent Allowance	13,800	165,600
	Adhoc Allowance	21,305	255,660
	Education Allowance	300	3,600
	TOTAL [A]	63,005	756,060
B	Annual Allowance		
	Leave Travel Allowance		9,000
	Telephone		7,273
	Retirals		
	Provident Fund (12% Of Basic)		39,744
	Gratuity (4.81% Of Basic)		15,931
	TOTAL [B]		71,948
C	TOTAL FIXED CTC [A+B]		828,008
D	Target Performance Incentive		72,000
E	TOTAL CTC [C+D]		900,008

- In-addition to the above, you will be covered under the following Schemes as per Company Policy:
 - Mediclaim Policy: This Policy covers self, parents, spouse and two children, subject to a limit of **Rs.2,00,000/-** as defined by the policy.
 - Group Accident Insurance Policy: The Insurance coverage for this grade is **Rs.10,00,000/-** as Per Company Policy.
 - Group Term Life Insurance Scheme: The Insurance coverage for this grade is **Rs.25,00,000/-** as per Company Policy.
- All payments are subject to the provisions of Income Tax Act.


Nandan Kumar Singh
 Deputy General Manager – Human Resources
 Date: December 18, 2023


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

LUPIN LIMITED

Registered Office: 3rd Floor, Kalpataru Inspire, Off W. E. Highway, Santacruz (East), Mumbai - 400 055 India. Tel: (91-22) 6640 2323. Corporate Identity Number: L24100MH1983PLC029

www.lupin.com



19 February 2024

Ms. Kriti Shrivastava ("Trainee Associate")
D/o Shri Chandra Prakash Shrivastava,
47, Kasturi Villa, Vandna Nagar,
Guna, Guna, Madhya Pradesh, 473001

Dear Kriti,

Subject: Appointment with Octavus Consulting Private Limited ("COMPANY")

On behalf of **Octavus Consulting Private Limited**, we are pleased to appoint you as a **Trainee Associate** with effect from **19th February 2024**.

The employee will be entitled to a salary of **INR 40,000** per month as a fixed component paid on the last working day of each English Calendar Month. There will be probation for a period of **six months** from the date of joining/ and the continuance of service will be subject to performance (work, conduct, and suitability) being found satisfactory by the COMPANY.

You are requested to send confirmation of acceptance of this offer latest by Today's evening.

You are required to sign the Company's Confidential and Intellectual Property Rights Agreement as a prerequisite of acceptance of this employment and an Indemnity agreement as confirmation of joining origination at the accepted date. Please review it and return it to us with your signature. Compensation details are confidential and not to be disclosed to any person other than assigned mentor from human resource or the undersigned in case you need clarifications.

You will be governed by all the policies and procedures of the Company as applicable from time to time. The Company has the right to change or modify your terms and conditions of service at any time. Though you have been engaged for a specific position, the Company reserves the right to transfer you to any other branch, location, department, and establishment of the Company - either in India or abroad. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

The Company reserves the right to verify the information furnished by you in your application for employment and in other documents. If it is found that you have misinterpreted any information in your application for employment or have furnished any false information or have concealed/suppressed any relevant material facts, your services are liable to be terminated at any time, without any notice or compensation in lieu thereof and without prejudice, to any other action, the company is entitled to take against you for providing such false/misrepresented information.


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

Octavus Consulting Pvt. Ltd.

First Floor, B-66, Sector 63, Noida, Uttar Pradesh - 201301
www.octavusconsulting.com



OCTAVUS[∞] CONSULTING
Intelligence Redefined

ACCEPTANCE

In consideration of my employment with **Octavus Consulting Pvt. Ltd.**, I agree to abide by all its policies and procedures, rules, and regulations. If employed, I understand that I may terminate my employment with **Thirty days'** notice and that the Employer may terminate employment with **Thirty days'** notice. If employed, I understand that my employment is for no definite period, and if terminated, **the COMPANY** is only liable for wages and benefits earned as of the date of termination.

Confidentiality and Intellectual Property Rights Agreement:

I understand that any information regarding the Company's business or other relevant information shall remain secret and safeguarded by me. In consideration of employment, I understand that I am required to sign the Company's Confidentiality and Intellectual Property Rights Agreement before the commencement of my employment.

I agree with the above-mentioned terms and conditions of employment.

Signed: _____

Date: _____

19/02/2024

Authorized signatory

Director, Octavus Consulting

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

Octavus Consulting Pvt. Ltd.

First Floor, B-66, Sector 63, Noida, Uttar Pradesh - 201301
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**Salary Breakup in Indian Rupees
(Strictly PRIVATE and CONFIDENTIAL)**

PARTICULARS	Monthly	Annual*
SALARY AND ALLOWANCES		
Basic Salary	20,350	2,44,200
HRA	11,675	1,40,100
Special Allowance	7,975	95,700
TOTAL INCOME	40,000	4,80,000

*Additional Health Insurance to be applicable as part of overall Salary- **5K**

*Yearly bonus/Quarterly Rewards in form of Amazon Vouchers- **5k**

*Gratuity to be applicable for after 5 years- **25K**

*Learning & Development: (5KX12) = **60K**

*Total CTC including these other benefits is **INR 5,75,000.**

Please treat the contents of this document confidential. Disclosing / discussing your compensation and benefits information with anyone other than your manager and / or HR is treated as a non-compliance and serious violation of the company policy.

We look forward to a successful, Good Luck!

Authorized signatory

Dr. Sobaran Singh
Director, Octavus Consulting

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Near Sanganer Airport, Jaipur-302029

OFFER OF EMPLOYMENT
(STRICTLY PRIVATE AND CONFIDENTIAL)

18 October 2023

Dear Kumar Gaurav,

Congratulations!

We are delighted to formally offer you the position of **Trainee Analyst** at PharmaACE, India.

PharmaACE has a unique philosophy of collaborating with the best people and delivering excellence to our clients for their most critical business problems. We believe in a culture of learning, self-improvement, and honing expertise and thereby driving quality from our employees.

Joining Details:

1. **Start Date:** If you accept this offer, your start date will be **Monday, 1st April 2024**.

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.

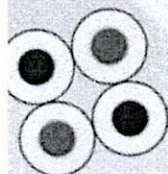
2.5 **Work from Home:** WFH option is available only to confirmed employees and is subject to manager's approval.


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K.G

PharmaACE Innovations LLP, 10th Floor, Plot No 2, IT-9 Building, Blue Ridge Township, SEZ,
Rajiv Gandhi Infotech Park, Hinjewadi, Phase - I, Pune, - 411057

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3. Appraisals

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

4. Additional Details:

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

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

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

1. Relieving Letter and Offer Letter from all the previous employers (if any)
2. Salary slips or salary certificate from most recent employer (if any)
3. Experience Certificate from all previous employers (if any)
4. Proof of Academic Qualification
 - 10th & 12th degree and mark sheets
 - Undergraduate and master's degree certificates and mark sheets
 - Other qualifications - certificates (if any)
5. Proof of identity: PAN and Aadhar Card
6. Passport copy
7. Current and Permanent Address Proof
8. Passport size Photograph

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

4.4 Transferability: Your initial place of posting can be at any of the locations within India from where PharmaACE operates. After joining too, if needed, at a later date, you may be asked to transfer from one location to another, anywhere in India/outside India.

4.5 Notice Period

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

K.G

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insubordination or failure to comply with the directions given to you by persons so authorized, or your insolvency or conviction for any offence involving moral turpitude, or breach by you of any terms of this Agreement or the policies of PharmaACE or other documents or directions of PharmaACE, or redundancy of your post in PharmaACE, or upon you conducting yourself in a manner which is regarded by PharmaACE as prejudicial to its own interests or to the interests of its clients.

- b. During the probationary period, employee can terminate the employment by giving two months notice or two months salary in lieu of notice.
 - c. Post confirmation employee can terminate the employment by giving three months notice.
 - d. Employee will not be eligible for any appraisal/variable bonus payout if on Notice period.
5. You will treat matters pertaining to the company's business interests with utmost confidentiality and such confidentiality must be maintained during your employment with the company and thereafter.
6. During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and other matters as may be framed by the company from time to time.

Sincerely,

Ashima Kumar

Ashima Kumar

Head - Training & Development and Corporate Communications

PharmaACE

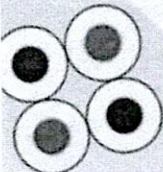
K.G



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Annexure A

Remuneration Details

Kumar Gaurav

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)	15,000	Rupees Fifteen Thousand Only
Total CTC	7,55,000	Rupees Seven Lakhs Fifty-Five Thousand Only
Income Tax, Professional tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.		

Gross Salary includes Basic Pay, HRA and other allowances, the details of which will be available in your payslip. Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

* **Confirmation Bonus** will be paid once 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 resigns or gets terminated from the organization before 3rd year of their employment starting from the date of their confirmation, he/she will have to settle the Retention Bonus received until then.

As mentioned above, you will be entitled 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: KK GauravAshima Kumar

Ashima Kumar

Date: Oct 20 2023 12:02 IST

Head - Training & Development and Corporate Communications

PharmaACE

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Annexure B

CONFIDENTIALITY AND NON-COMPETE AGREEMENT

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

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

B. During the Employment Period, the Employee may have access to or receive certain information about PharmaACE customers and their projects. All project related information, whether labelled such or not, is designated as Confidential. **Confidential Information** includes information related to PharmaACE and its client's financial statements, budgets and projections, customer identifying information, potential and intended customers, employers, products, computer programs, specifications, manuals, software, analyses, strategies, marketing plans, business plans, and other confidential information, provided orally, in writing, by drawings, or by any other media. The Employee will treat all information as confidential and will not disclose it to any third party. In addition, the Employee shall use due care and diligence to prevent the unauthorized use or disclosure of that information.

Best Regards,

Ashima Kumar

Ashima Kumar

Head - Training & Development and Corporate Communications

PharmaACE

Accepted By: *KV Gaurav*

Date: Oct 20 2023 12:02 IST

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

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**MarketsandMarkets
Research Private Limited**

Corporate office: Level 1, Tower B-5,
SEZ, Magarpatta City,
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Date: 18-Mar-24

To,

Lorika Rathod

F 55, Old Minal Residency, Near J K Road, Bhopal, Madhya Pradesh 462023

Dear Lorika,

We are pleased to offer you the role of **Management Trainee** with **MarketsandMarkets Research Pvt. Ltd.** You will be part of the MarketsandMarkets team with an anticipated start date of **18-Mar-24.**

The key terms and conditions of employment are as set out in this letter:

Location of work

Your initial place of work will be **Pune**, However, your services are transferable, and you may be assigned, after reasonable notice, to any location in India or abroad where MarketsandMarkets conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

Full time employment

Upon successful completion of your education degree, you will become Research Associate (a full-time employee) until then you will be treated as a **Management Trainee**.

You would not be directly or indirectly involved in any other form of employment apart from MarketsandMarkets during your tenure. Any such deviation/request must be routed through the Head of HR for approval.

Probation Period :

You will be on probation for a period of 6 Months.

Compensation

Management Trainee

You will draw a Monthly Gross Salary of INR 30,000. For Salary break up please Refer **Annexure B.**

Research Associate (Refer Annexure C) – Fulltime Employee

Once you are moved to the role of an Associate, your revised compensation will be INR 5,50,000 Per Annum of which your fixed component will be INR 5,00,000 Per Annum and your variable component will be INR 50,000 (to be paid on Monthly basis on pro-rata), the breakup of which is given in Annexure B.

[Signature]
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Near Sanglier Airport, Pune - 411029



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SEZ, Magarpatta City,
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

The salary structure in the offer is as per the current employment and compensation structure of the Organization and will be governed in due course by the relevant policies of the Company as may be in force from time to time and subject to deductions under applicable laws as may be in force from time to time.

Variable Structure

The variable performance bonus is based on your performance in line with the goals and objectives defined by the Company for your role as also the Company's performance overall and any criteria as may be laid down by the company in its policies from time to time. Relevant details pertaining to the prevailing variable scheme shall be communicated to you once you join the Organization.

Service Agreement

As discussed, agreed and acknowledged by you during the time of interview; upon joining, you will be required to sign a service agreement which is for a period of 18 months and you will be liable to pay the Company an amount equivalent to INR 1,00,000 as penalty if you do not complete 18 months period. The details of which will be included in the Service Agreement.

Relocation

To assist with your relocation, you will be eligible for a relocation amount to an upper limit of **Rs 10,000**. In addition to this Company will provide lodging for 7 days. Such relocation amount can be claimed only upon submission of the Original receipts/bills and Original boarding pass and such reimbursement must be claimed within 1 year from the Date of Joining. Non-compliance of the above may result in non-reimbursement of the relocation expenses.

If you voluntarily resign from the Company within 12 months of your Date of Joining, the relocation amount in full shall be reimbursed by you immediately failing which the Company shall be entitled to such remedies or recourses as available under law.

Insurance

The company offers a medical Insurance scheme through its empaneled Insurance partners covering hospitalization expenses of upto **INR 2,00,000** as governed by the terms of such scheme and policy document which will be made available to you once you join the Organization.

Background checks

The Company shall be entitled, at its discretion, to conduct reference and / or background checks as per Company policy and this offer is conditional upon the result of such checks. In the event the results of such checks are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer / or terminate employment at any time.

Office Hours

You are required to work in according to the time schedule for the **APAC/EU Geography** being assigned to you. In all cases, the expectation is 9 hours of login time which includes an hour's break. You may also need to stretch as per the business needs.

[Handwritten Signature]
Registrar
The IHMR University
1, Prabhu Dayal Marg
Near Sangam, Pune - 411005
Date: 20/02/2020



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**MarketsandMarkets
Research Private Limited**

Corporate office: Level 1, Tower B-5,
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Hadapsar, Pune - 411013

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Reporting Structure

Your immediate reporting will be to the **Senior Analyst/Team Lead** or anyone delegated by **Manager -Research/Domain Head in Future**

Copyright and Disclosure

During the period of your Job with the Company, you shall be liable to disclose all copyright works or designs originated, conceived, written, or made by you or in which you have participated with others, either on completion or in marketable form, promptly when required by the company. All rights and copyrights of the work / material you produce either at the company's premises or elsewhere shall belong to the company.

During the course of your engagement confidential information will/ may be made available to you, which must not be given out or used outside. In the event of termination of engagement, whether voluntary or involuntary, this information should not be disclosed, used or exploited by you with any other individual, company or service.

Termination of employment while on probation

Without prejudice as per the current terms of the offer, either party can terminate the employment by issuing a notice to the other of Two Months while the employee is in a probationary phase with the Organization. The notice clause applicable once the employee is confirmed with the Organization shall depend on the role and job level of the employee and is detailed in the Appointment letter which the employee is expected to sign as part of his/her appointment with the Organization. The Company reserves the right to refuse reimbursement of notice period from the employee and can insist that the employee serve the full notice period which the employee is obligated to do. The employment may also be terminated by the Company without notice for cause including but not limited to failure to perform duties, willful dishonesty, fraud, disobedience, poor performance, disorderly behavior, negligence, indiscipline, unauthorized absence from duty, conviction by any court of law, etc. Termination of employment and consequences of termination shall be governed by the applicable clauses as contained in the employment agreement.

General

This letter shall be construed to be a mere invitation to offer ("Offer Letter") and the acceptance of this Offer Letter is not to be considered to be a binding contract guaranteeing employment for any specific duration. The Company reserves the right to vary or alter the terms and conditions of this Offer Letter and the right to revoke this Offer Letter without cause and without notice period of such revocation upto any time prior to the Date of Joining.

You are bound to abide and adhere to the policies, rules and regulations enforced by the company from time to time including those related to conduct, discipline, benefits, salary review, retirement and any other matters as though these rules, regulations and orders were a part of the agreement. Such policies rules and regulations may be subjected to alteration and amendment at The Company Name's own discretion by the management.

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Non-Competition and Non-Solicitation

For a period of 2 years after the termination of your employment with the Company, you will not directly or indirectly be associated with, manage or advise a Company or firm that is in the same business as the company, unless with the specific written approval of the Company.

After termination of your employment with the Company, you agree not to hire the services of any individual employed with the Company, either on permanent or a temporary basis, to directly promote the business of any new Company or concern you may be associated with for a period of six months from the date of exit.

On the Date of Joining, you will be required to execute the Company's standard non-disclosure and inventions assignment agreements, the Company's standard employment agreements and such other documents as may be required by the Company's policies in force at such time.

Governing law

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

Roles and Responsibilities:

- Conduct market research, using both systematic and intuitive research techniques, on new high growth technologies and products within an industry vertical to meet unmet needs of the market.
- Perform secondary research to build the analytical sections within each report and to identify data-points / market trends that would validate the market data against internal databases.
- Undertake primary research activities, such as identifying interview participants, developing contacts, and participating in interviews to generate quantitative and qualitative insights.
- Follow the table of content to complete the in-depth market assessment for individual Micro and Macro markets.
- Contribute to market engineering by assessing current market size and building forecast models for micro and macro markets across North America, Europe, APAC, and ROW
- Contribute to competitive intelligence sections in research studies by analyzing the key market players, their strategies, and their product portfolios.
- Analyze market shares of the top leaders & provide critical argument on the future leaders.
- Co-ordinate with senior research analyst/analyst and other members of the team to complete assigned tasks.


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Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Acceptance of our offer

Please acknowledge a copy of this Offer Letter as a token of your acceptance within **next two working days**, failing which this Offer Letter shall stand terminated automatically. Any inability on your part due to any reason whatsoever to join the Company on or before the Date of Joining should be reported to the contact persons as mentioned in **Annexure A**, failing which the Company shall have the right to withdraw this Offer Letter at its discretion.

The Company is excited about your joining and looks forward to a beneficial and productive relationship.

Sincerely,

Dhara Shah

Vice President - Human Resources

On behalf of MarketsandMarkets Research Pvt Ltd

Declaration

I have carefully read and understood the terms of this agreement /offer letter including Annexure 1 and Annexure 2 and accept the same unconditionally. I agree to be bound by rules and regulations of the company as may be amended from time to time.

Agreed to and accepted:

Lorika Rathod

Signature

Date

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



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Research Private Limited**

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SEZ, Magarpatta City,
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Annexure A

Documents required at the time of joining

We request you to submit copies of the following documents:

- a. Resume/CV copy
- b. Copy of X, XII, Graduation, PG Degree / Diploma / other qualification Certificates / Degree
- c. Identity & Address Proof : Driver's license / Election ID Card
- d. Service certificates / Relieving letter of the last employer (if employed previously)
- e. Passport
- f. Latest salary slip [for last three months]
- g. 1 cancelled cheque of any bank, saving account's in your name
- h. Experience certificates (from at least previous 2 employers)
- i. Copy of PAN Card and Aadhar Card
- j. Copy of TDS certificate/Form 16 of previous employer
- k. Your appointment letter at your last company and also all the subsequent compensation review letters, if any.
- l. Particulars of blood group and any medical allergies
- m. Recent passport sized photographs (five nos)

The Company reserves the right to request for any additional documents to be submitted along with the above on the Date of Joining or at any time during the term of employment

Contact Person:

- Pranav Kulkarni
+91-8087401206
pranav.kulkarni@marketsandmarkets.com
hrops@marketsandmarkets.com

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1, Prabhu Dayal Marg
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CIN - U74999PN2017PTC168728

Annexure B : Management Trainee

Name	Lorika Rathod	
Designation	Management Trainee	
Date of Joining	18-Mar-24	
CTC	3,90,300	
COMPONENTS	Monthly (Rs.)	Annual (Rs.)
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
Education Allowance	0	0
Hostel Allowance	0	0
LTC/LTA	0	0
Food Allow/Meal Vouchers	0	0
Special Allowance	9,003	1,08,036
Sub Total (A)	30,003	3,60,036
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
Total Reimbursement (B)	0	0
Total Gross Salary(C=A+B)	30,003	3,60,036
P.F.(Employer contribution)	1,800	21,600
E.S.I. (Employer contribution)	0	0
Gratuity	722	8,664
Total Deferred Benefits(D)	2,522	30,264
CTC(E=C+D)	32,500	3,90,300
Variable- Performance Bonus		0
TOTAL ANNUAL CTC		3,90,300

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Annexure C : Research Associate

Name	Lorika Rathod	
Designation	Associate	
CTC	5,50,000	
COMPONENTS	Monthly (Rs.)	Annual (Rs.)
Basic Salary	16,700	2,00,400
HRA	6,680	80,160
Education Allowance	200	2,400
Hostel Allowance	600	7,200
LTC/LTA	2,783	33,400
Food Allow/Meal Vouchers	0	0
Special Allowance	12,100	1,45,204
Sub Total (A)	39,064	4,68,764
Health Club Allowance	0	0
Telephone Allow /Expense	0	0
Academic Allowance	0	0
Chauffeur Allowance	0	0
Car Allowance	0	0
Total Reimbursement (B)	0	0
Total Gross Salary(C=A+B)	39,064	4,68,764
P.F.(Employer contribution)	1,800	21,600
E.S.I. (Employer contribution)	0	0
Gratuity	803	9,636
Total Deferred Benefits(D)	2,603	31,236
CTC(E=C+D)	41,700	5,00,000
Variable- Performance Bonus		50,000
TOTAL ANNUAL CTC		5,50,000

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



MARKETSANDMARKETS

**MarketsandMarkets
Research Private Limited**

Corporate office: Level 1, Tower B-5,
SEZ, Magarpatta City,
Hadapsar, Pune - 411013

CIN - U74999PN2017PTC168728

Salary Structure Clause

Leave Travel Allowance claims will be treated as per existing tax laws and the remainder will be paid as Special Allowance and taxed accordingly.

The performance based variable pay is an indicative amount and may vary depending on your performance and the Company's performance.

You should be on the rolls of the company at the time of the payout to be eligible for performance based variable Pay. You would not be eligible for this payout if you have resigned /exited or serving notice.

Please note:-

- PF amount mentioned shall differ based on nationality as per governing laws.
- Conditions Apply as per the prevailing company policy.


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

OFFER OF EMPLOYMENT
(STRICTLY PRIVATE AND CONFIDENTIAL)

18 October 2023

Dear Mahak Arora,

Congratulations!

We are delighted to formally offer you the position of **Trainee Analyst** at PharmaACE, India.

PharmaACE has a unique philosophy of collaborating with the best people and delivering excellence to our clients for their most critical business problems. We believe in a culture of learning, self-improvement, and honing expertise and thereby driving quality from our employees.

Joining Details:

1. **Start Date:** If you accept this offer, your start date will be **Monday, 1st April 2024**.

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.

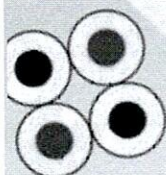
2.5 **Work from Home:** WFH option is available only to confirmed employees and is subject to manager's approval.


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

MA

PharmaACE Innovations LLP, 10th Floor, Plot No 2, IT-9 Building, Blue Ridge Township, SEZ,
Rajiv Gandhi Infotech Park, Hinjewadi, Phase - I, Pune, - 411057

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3. Appraisals

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

4. Additional Details:

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

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

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

1. Relieving Letter and Offer Letter from all the previous employers (if any)
2. Salary slips or salary certificate from most recent employer (if any)
3. Experience Certificate from all previous employers (if any)
4. Proof of Academic Qualification
 - 10th & 12th degree and mark sheets
 - Undergraduate and master's degree certificates and mark sheets
 - Other qualifications - certificates (if any)
5. Proof of identity: PAN and Aadhar Card
6. Passport copy
7. Current and Permanent Address Proof
8. Passport size Photograph

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

4.4 Transferability: Your initial place of posting can be at any of the locations within India from where PharmaACE operates. After joining too, if needed, at a later date, you may be asked to transfer from one location to another, anywhere in India/outside India.

4.5 Notice Period

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

[Signature]
 Registrar
 The IIHMR University
 1, Patel Marg,
 Near Sanghvi Airport, Jaipur-302019

MA

PharmaACE Innovations LLP, 10th Floor, Plot No 2, IT-9 Building, Blue Ridge Township, SEZ,
 Rajiv Gandhi Infotech Park, Hinjewadi, Phase - I, Pune, - 411057

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PharmaACE

insubordination or failure to comply with the directions given to you by persons so authorized, or your insolvency or conviction for any offence involving moral turpitude, or breach by you of any terms of this Agreement or the policies of PharmaACE or other documents or directions of PharmaACE, or redundancy of your post in PharmaACE, or upon you conducting yourself in a manner which is regarded by PharmaACE as prejudicial to its own interests or to the interests of its clients.

- b. During the probationary period, employee can terminate the employment by giving two months notice or two months salary in lieu of notice.
 - c. Post confirmation employee can terminate the employment by giving three months notice.
 - d. Employee will not be eligible for any appraisal/variable bonus payout if on Notice period.
5. You will treat matters pertaining to the company's business interests with utmost confidentiality and such confidentiality must be maintained during your employment with the company and thereafter.
6. During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and other matters as may be framed by the company from time to time.

Sincerely,

Ashima Kumar

Ashima Kumar

Head - Training & Development and Corporate Communications

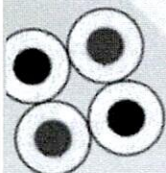
PharmaACE

MA

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

PharmaACE Innovations LLP, 10th Floor, Plot No 2, IT-9 Building, Blue Ridge Township, SEZ,
Rajiv Gandhi Infotech Park, Hinjewadi, Phase - I, Pune, - 411057

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Annexure A

Remuneration Details

Mahak Arora

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)	15,000	Rupees Fifteen Thousand Only
Total CTC	7,55,000	Rupees Seven Lakhs Fifty-Five Thousand Only
Income Tax, Professional tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.		

Gross Salary includes Basic Pay, HRA and other allowances, the details of which will be available in your payslip. Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

* **Confirmation Bonus** will be paid once 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 resigns or gets terminated from the organization before 3rd year of their employment starting from the date of their confirmation, he/she will have to settle the Retention Bonus received until then.

As mentioned above, you will be entitled 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,

Ashima Kumar

Ashima Kumar

Head - Training & Development and Corporate Communications

PharmaACE

Accepted By:

Date: Oct 20 2023 12:36 IST

Registrar

The IHME University

PharmaACE Innovations LLP, 10th Floor, Plot No 2, 199 Building, Blue Ridge Township, SEZ,
Rajiv Gandhi Infotech Park, Hinjewadi, Phase I, Pune, - 411057

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Annexure B

CONFIDENTIALITY AND NON-COMPETE AGREEMENT

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

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

B. During the Employment Period, the Employee may have access to or receive certain information about PharmaACE customers and their projects. All project related information, whether labelled such or not, is designated as Confidential. **Confidential Information** includes information related to PharmaACE and its client's financial statements, budgets and projections, customer identifying information, potential and intended customers, employers, products, computer programs, specifications, manuals, software, analyses, strategies, marketing plans, business plans, and other confidential information, provided orally, in writing, by drawings, or by any other media. The Employee will treat all information as confidential and will not disclose it to any third party. In addition, the Employee shall use due care and diligence to prevent the unauthorized use or disclosure of that information.

Best Regards,

Ashima Kumar

Ashima Kumar

Head - Training & Development and Corporate Communications

PharmaACE

Accepted By: *Mahak Arora*

Date: Oct 20 2023 12:36 IST

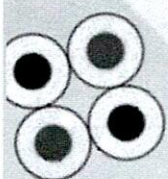
[Signature]

Registrar
The IIHMR University
1, Prabhu Dayal Marg

Near Sangner Airport, Jaipur-302029

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Rajiv Gandhi Infotech Park, Hinjewadi, Phase - I, Pune, - 411057

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EVOLUTION
through INNOVATION

Ref No: IHPL/22/07/2024

Date: 22nd July 2024

Ms. Manali Barai
Jaipur, Rajasthan
97303 46385

Sub: Offer Letter

Dear Ms. Manali,

Congratulations!

We are pleased to issue you an offer of appointment as an **Executive Data Analytics – Supply Chain** in our organization at **Jaipur** on terms and conditions mutually agreed upon during the course of discussions. Please join the services on or before **01st August 2024** at **Innvolution Healthcare Pvt Ltd.** at a gross salary of **Rs. 37,432/- pm.**

This Offer Letter is issued based on the facts and details you shared at the interview time. This offer is contingent upon satisfactory verification of criminal records, educational qualifications, employment background, and other relevant checks. Any discrepancies found may result in revocation of the offer. Your joining is subject to successful completion of verifications and document submission. Falsification will lead to immediate termination, and the company will be under no obligation to pay salary for the services rendered by you.

The detailed formal letter of appointment incorporating the terms and conditions of your appointment shall be issued on the completion of all the joining formalities.

Kindly acknowledge the receipt by signing this offer letter as your acceptance of the same.

Needless to say that in case you fail to join as stipulated above, the offer shall automatically be revoked/canceled.

We wish you a rewarding career with us.

For **Innvolution Healthcare Pvt Ltd.**

Ashvini Suthar
Director

I understand and accept the terms and conditions of this letter. I understand that any misrepresentation by me of my qualifications, credentials or personal record shall result in my immediate dismissal upon discovery by the Organization.

Signature & Date:

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

Innvolution Healthcare Pvt. Ltd.

Registered Office : Office No 324, 3rd Floor , Angel Mega Mall, Kaushambi, Ghaziabad - U.P., 201010, India.

Factory: Plot No. 121/F, Bommasandra Industrial Area, 1st Phase, Hosur Road, Bengaluru-560 099, Karnataka, India

Factory : Plot No. 105, Solitaire Industrial Park, Dehmi Kalan, Sangner, Jaipur - 302026, Rajasthan

Tel : +91 120 419 3839 | **Mail:** info@innvolution.com | **CIN:** U74999UP2011PTC109144

Compensation Structure

Name:	Ms. Manali Barai		
Designation:	Executive Data Analytics – Supply Chain		
Grade & Band	MM & M2		
Department:	Supply Chain		
Location:	Jaipur		
Salary Component		P. A	P.M
Basic Salary	Rs.	2,50,008.00	20,834.00
House Rent Allowance	Rs.	1,00,008.00	8,334.00
Children Education Allowance	Rs.	2,400.00	200.00
LTA	Rs.	36,000.00	3,000.00
Special Allowance	Rs.	60,768.00	5,064.00
Gross Salary	A	4,49,184.00	37,432.00
Employer PF	Rs.	30,000.00	2,500.00
Bonus Statutory 8.33%	Rs.	20,820.00	1,735.00
Employer ESIC @ 3.25%	Rs.	-	-
Employer Contribution	B	50,820.00	4,235.00
CTC	C=A+B	5,00,004.00	41,667.00
Variable Pay	D	-	-
Total CTC	E= C+D	5,00,004.00	41,667.00
Employee PF	Rs.	30,000.00	2,500.00
Employee ESIC @ 0.75%	Rs.	-	-
P Tax	Rs.	-	-
Total Deduction	F	30,000.00	2,500.00
Net Pay	G=A-F	4,19,184.00	34,932.00

Date:

Signature of Employee

1. Tax will be calculated as per Income Tax Act.
2. Exemption is subject to submission of bills as per Income Tax Act.
3. Bonus is disbursed yearly in the month of October if applicable.
4. Variable pay is linked to performance and will be released on Quarterly basis.
5. There will be a deduction of Rs. 500/month on account of lunch facility provided at Jaipur Plant.


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

Medical Test checklist	
As a part of our pre joining process, we request you to undergo the below mentioned medical test.	
Check Up- Test List	
S.no	New Delhi
1.	RT PCR(Considering Covid-19 RT PCR)
2.	Typhoid(Considering Typhidot IgG & IgM, Rapid Card)
3.	Tuberculosis(Considering Mantoux/Tuberculin Sensitivity Test)
4.	Hepatitis(Considering Hepatitis B Surface Antigen (HBsAg), Rapid Card)
5.	HIV(Considering HIV Antibody, Rapid Card)
6.	Dengue(Considering Dengue IgG, IgM, NS1 Rapid Card)
7.	Malaria(Malaria Antigen, Rapid Card)
8.	Blood Group
9.	Blood Pressure
10.	Blood Sugar
11.	Hemoglobin (Hb)
12.	Eye Check-up (Basic)
You will be required to produce the following at the time of joining: 1. Medical reports of the above-mentioned tests 2. Medical Fitness Certificate The expenses for the medical tests will NOT be borne by the company. *The Medical Report is mandatory for joining formalities.	



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



Fibrohewal_Manish.jpg



Edit



Share



401

FIBROHEAL™
WOUNDCARE PRIVATE LIMITED

REF: FWPL/HRD/APP/2023-22

20th December 2023
Bangalore

To

Mr. Manish
H.No. 773, Ward No. 3, New Subhash Nagar,
Diggi Wala Road, Near Vikas Nagar,
Near Sonu Builders, Near Bidro,
Line Paar, Bahadurgarh 124507, Haryana

Dear Manish,

Subject: Offer letter

With reference to your application for employment in our Company and the subsequent interview you had with us, we are pleased to offer you the role of "Management Trainee" in Bangalore with our Company.

We will be offering you a CTC of Rs. 7,00,344/- p.a. (Rs. 6,00,344 fixed and Rs. 1,00,000 as variable based on performance) subject to statutory deductions. You will also be eligible for special financial rewards at the discretion of the management. A detailed appointment letter will be issued along with terms and conditions on the date of joining.

You will be on probation for a period of six months. You will be required to join the Organization on 15th January 2024, after which the letter is null & void.

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the documents or certificates given by you as proof of the above, we retain the right to review our offer of employment.

If the above proposal is acceptable to you, please revert by email confirming the date of joining.

Thanking You,

For Fibroheal Woundcare Pvt Ltd.,

Authorized Signatory

Accepted
Manish

Regd. Office & Factory : IS-21, KHB Industrial Area Yelahanka New Town, Bangalore - 560 064, Karnataka, India
Phone : +91-80-42470889, Fax : +91-80-28461940, Email : fibroheal@gmail.com, Web : www.fibroheal.com
CIN NO.: U74999KA2017PTC101983


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



January 6, 2024
Mr. Manish Nayak
96/3,
Chayan Road,
Chayan,
Ranapur,
Jhabua,
Madhya Pradesh - 457993

Subject: Offer Letter

Dear Manish Nayak,

With reference to the interview you had with us, as mutually agreed, we are pleased to offer you the post Of **Management Trainee at FM1 Grade** with your local title being **Product Specialist**. You will be based at **Indore**.

You shall be paid fixed remuneration of **Rs 5,00,000/-** per annum inclusive of Provident Fund and Gratuity given to employees as per rules.

You are requested to join the Company on or before **15th January 2024**.

The Appointment letter will be given to you on your joining the Company. Your appointment is subject to following:

- Submission of your medical fitness certificate on joining duties.
- Reference check.
- No Criminal records.
- Validation of all above documents.

Please acknowledge this offer by sending an email to harshmandavkar@lupindigitalhealth.com on or before 10th January 2024 confirming your acceptance and sign-out from the placement process.

Wishing you all the very best.

Yours truly,
For Lupin Digital Health Limited

Sidharth Srinivasan
CEO- Lupin Digital Health Limited

Encl.: Compensation & Benefits Program

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

Lupin Digital Health Limited
Registered Office

Kalpitaru Inspire, 3rd Floor, Off. Western Express Highway, Santacruz (E), Mumbai – 400055
Phone • +91 22 66402547 | Email • hello@lupindigitalhealth.com | Website • www.lupindigitalhealth.com

COMPENSATION & BENEFITS PROGRAM

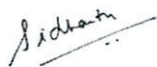
Name	Manish Nayak
Grade	FM1
Designation	Management Trainee
Location	Indore

Grade	FM1	
Designation	Management Trainee	
	PM (Rs)	PA (Rs)
Basic	17,000	2,04,000
House Rent Allowance	6,800	81,600
Adhoc Allowance	13,809	1,65,708
Education Allowance	200	2,400
Gross Monthly	37,809	4,53,708
Leave Travel Assistance		12,000
Annual Allowances		12,000
Provident Fund (12%) Of Basic		24,480
Gratuity (4.81%) Of Basic		9,812
Total Retirals		34,292
Total Fixed CTC		5,00,000
Allowances		1,20,000
Incentives Up To (Performance Based)		~2,50,000
Total		8,70,000

1. In-addition to the above, you will be covered under the following Schemes as per Company Policy:

- Mediclaime: This Policy covers self, spouse, two children and dependent parents, subject to a limit of Rs.2,00,000/-.
- Group Accident Insurance: The Insurance coverage for your grade is Rs.10,00,000/-.
- Group Term Life Insurance: The Insurance coverage for your grade is Rs.30,00,000/-.

2. All payments are subject to the provisions of Income Tax Act.



Sidharth Srinivasan
CEO- Lupin Digital Health Limited
January 6, 2024


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

Lupin Digital Health Limited
Registered Office

Kalpitaru Inspire, 3rd Floor, Off. Western Express Highway, Santacruz (E), Mumbai – 400055
Phone • +91 22 66402547 | **Email** • hello@lupindigitalhealth.com | **Website** • www.lupindigitalhealth.com



403
HEXAGON NUTRITION LIMITED

Nutritionally Yours...

(Formerly known as Hexagon Nutrition Private Limited)

Date: 08th February, 2024

To,
Mr. Manpreet Singh
Balwari School Wali Gali,
Giddarbaha, Sri Muktsar Sahib,
Dist: Punjab
Pin code: 152101

OFFER LETTER

Dear Mr. Manpreet,

With reference to our discussion, we are pleased to inform that you have been selected for the post of **Management Trainee - Sales & Marketing** in our organisation based at **Ludhiana in Mumbai**.

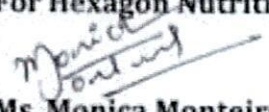
Your annual compensation package will be as mutually agreed during the discussion.

You will be on Training period for 1 year from the date of joining and your subsequent continuation will be subject to your successful completion of your Training period and alignment with the Company's Culture Philosophy. On joining us, your superior will give you details of your job profile in writing.

As agreed by you, we understand that you will join on any day, **on or before 15th February 2024**.

Wishing you all the best for a meaningful long-term association with us.

For Hexagon Nutrition Ltd.


Ms. Monica Monteiro
Manager - Human Resources


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

CIN:- U24110MH1993PLC072189

404 Global Chamber, Adarsh Nagar, Link Road,
Andheri (W), Mumbai (Maharashtra) - 400053 - INDIA.
Tel. No.: +91-22-62136710/711
Website : www.hexagonnutrition.com
Email ID: enquiry@hexagonnutrition.com

HN 9478



"2015 Dietary Supplement
Company of the year"



"Excellence in the
Chemicals &
pharmaceuticals Sector
By
Dun & Bradstreet"



"Best Healthcare Brand 2018
By
The Economic Times"

FSSC 22000



"Clinical Nutrition
Brand of the year 2018"
By
CIMS Medical Nutraceuticals
& Health Awards



HEXAGON NUTRITION LIMITED

Recruitment of Management Trainee - Sales

➤ **Position – Management Trainee – Sales (Full time role)**

➤ **Industry – Nutraceutical.**

➤ **Education & Salary Eligibility.**

M.B.A pass out – 4.0 lacs per annum + 1.0 lacs retention bonus + Daily Allowances per month + Incentives.

➤ **Job Specification:**

- Proficiency and fluency in English (read/write/speak).
- Business understanding - primary, secondary, top line, bottom line, product incentives, DCR, portal access, KOL, Dr List, Stock statements, productivity, expiry.
- Presentation and negotiation skills, influencing skills

➤ **Job Description:**

- Responsible to achieve primary and secondary sales targets for the assigned Headquarter
- Selling the company's product to doctors, pharmacists, and other relevant healthcare professionals.
- Scheduling appointments with doctors, pharmacists, and other healthcare professionals to promote company medications
- To ensure timely execution of marketing inputs and strategies.
- Meeting Stockists/Chemist and make the products available.
- To ensure timely updation of doctor and KOL list.
- To ensure timely liquidation of products to avoid the expiry in the Headquarter

Note :-

- 1. This is field job and requires travelling.**
- 2. Candidates holding 2-wheeler licence and having their own bike/scooty shall only apply.**

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

Anita Thapa

From: Muskan Shaikh <muskan@coherentmarketinsights.com>
Sent: 21 March 2024 13:37
To: Mansi Rai
Cc: Priya Mahajan; Suraj Kishan Ishikar
Subject: Offer Mail :: Coherent Market Insights

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 Mansi,

Hope you are doing absolutely fine!

We are delighted to inform you that your candidature has been unanimously approved and we would like to offer you the position of **Associate Client Partner** in **Business Development Team** at Coherent Market Insights.

Date of joining : 01st April, 2024 (WFO)

Time: 11:00 AM (WFO)

Should you choose accept this job offer, as per company policies, you would be entitled to the following remuneration:

During the probation tenure of 03 - 04 months, the CTC will be INR 20,000/- per month.

Salary Structure Post confirmation:

Details of Salary	Monthly	Annual
Basic	16,000.00	1,92,000.00
HRA	6,400.00	76,800.00
Conveyance	1,800.00	21,600.00
Medical Reimbursement	1,250.00	15,000.00
Special Allowance	10,950.00	1,31,400.00
Performance Incentive	-	-
Uniform Allowance	-	-
Research Allowance	-	-
Annual Performance Variable	-	3,00,000.00
Retention Bonus	-	-
GROSS AMOUNT	36,400.00	7,36,800.00
Provident Fund Employers Co.	1,800.00	21,600.00
Provident Fund Employee	1,800.00	21,600.00
CTC	40,000.00	7,80,000.00

- Your CTC would be entitled for all the applicable statutory taxes, ESI, PF, Employee welfare, professional deductions etc.

Upon successful completion of 1st year, you will be eligible for up to 70% hike on your current CTC, which will be depending on your performance.


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

Terms & Conditions –

- By accepting this offer, you confirm that you would join Coherent Market Insights as per the given date and submit all the professionally required documents.
- By accepting this offer, you confirm that, you would maintain the confidentiality of all the information that you might have acquired during the process.
- You confirm that all the information provided by you during the interview process is true. Company would be opting for a background verification process in which if any information submitted by you is found false than company reserves all the rights to terminate the offer.
- Your Candidature is entitled to a service tenure of 24 months from the date of joining. This includes your probation period but excludes your notice period.

We request your revert to this email accepting the same by **07:00 PM on March 21th 2023** for this position to be considered to be closed, with your candidature. We look forward to having you as part of our ever-growing CMI family and are optimistic about you being a valuable addition to it.

We request you to confirm for this opportunity as your final decision, candidature accepting the offer mail and defaulting to be part of the organization would be blacklisted from the Industry employment list.

In case of any queries you may have regarding anything pertaining to the role, do drop in an email at muskan@coherentmarketinsights.com

Thanks & Regards,

COHERENT
MARKET INSIGHTS

Website: www.coherentmarketinsights.com

Muskan Shaikh | Talent Acquisition Executive

Human Resource

Mobile Number: 8237395765

E-mail: muskan@coherentmarketinsights.com

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Registered™, and DUNS Number is 860519526

Coherent Market Insights, California, United States



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

Date: 1/4/2024

To,
Mansi Rai,
House No 217, Police Station, Sikanderpur, Tehsil, Lekar,
Uttar Pradesh-277303.

Appointment Letter

Dear Mansi,

Coherent Market Insights is pleased to inform you that you have been selected through the rigorous selection process and we are glad to appoint you as "Associate Client Partner in the Business Development Team" in our Organization.

1. **Date of Joining:** The Company has been availing your services from 1/4/2024 in the capacity as mentioned above in accordance with the Appointment Letter. However, the Company reserves the right to change your roles and responsibilities from time to time depending on the priorities of the Company.
2. **Designation:** Your designation in the Company is "Associate Client Partner in the Business Development Team" and same shall be subject to change as per the Company's discretion.
3. **Probation:** You shall be on probation for a minimum period of 3 (three) to 4 (four) months, from the date of joining the Company, depending on your performance ("Probation Period"). During the Probation Period, the Company may evaluate your performance on a periodic basis. Based on your performance, the Company shall, at its sole discretion, confirm your employment in writing, failing which you shall continue to be on probation. After confirmation you will be entitled to paid leaves, confirmation letter and other employee benefits entitled to the permanent employees according to the company norms.
4. **Salary:** You are paid a CTC amount of INR 780,000 /- annually (on confirmation). The allowances, benefits and other terms and conditions of your employment will be as per Company policies as applicable from time to time. Your compensation will be reviewed in future as per Company policy (Please refer to Annexure 1 for detailed Salary break up).
5. **Deductions:** Professional Tax, Income Tax Deducted at Source, PF or any other statutory deductions if applicable will be deducted from your salary CTC. Deductions would be applicable as company plans to implement Insurance policies, among others.

203 – 204 Bremen Business Center, Next to Siddharth Nagar Society, Vidyapeeth Road
Aundh, Pune, Maharashtra 411007


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



405

Date: 22nd April 2024

Ms. Manvi Siddhu,

LETTER OF OFFER

Dear Manvi,

Consequent to 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 24th April 2024. Your cooperation is imperative to assure our sustained success and growth.

Your gross annual remuneration (CTC) will be Rs.4,00,000/- (Rupees Four Lakhs Only) the detail salary breakup would be shared to you at the time of joining. You are initially appointed to work in "**Delhi**" office.

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

You will be on a probation period of Six Months, during your probation period if your services are not 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' notice, you will be required to deposit one month's salary to the office/Company along with the amount spent on your training, formal or informal.

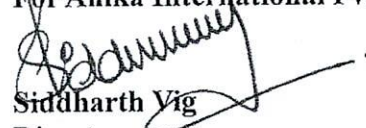
Your employment would be deemed to confirm only after the written confirmation from the management.

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 on submission of all the documents as mentioned in Annexure B.

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

Best Regards,

For Anika International Pvt. Ltd.


Siddharth Vig
Director


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

Anika International Pvt. Ltd.

(A Unit of the Anika Group)

CIN No. : U51100DL1977PTC008682

F-402, 4th Floor, Ras Vilas Mall, D-1, District Center, Saket, New Delhi-110017, India

Ph. : +91-11-4728 9900 (30 Lines), Fax : +91-11-4728 9936, 4728 9939

E-mail : info@anika.in, Web. : www.anika.in



ANNEXURE B

Sub: Joining Formalities

As part of your joining formalities, you are requested to submit the following documents on the date of joining:

- Two Passport Size photographs
- All Educational Documents
- Copy of the Pan Card
- Copy of Aadhaar Card
- Copy of Address Proof
- Copy of Passport
- Date of Birth Certificate
- Medical Fitness Certificate

Best Regards,

Ritu Kakkar
HR Manager


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

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E-mail : info@anika.in, Web. : www.anika.in

HRD/COV/1008040251/24-25

Infosys[®]

Navigate your next

October 8, 2024

Mr. Naveen Kumar
Q. No. L4/27, Dindhi road,
Burma mines, East Singhbhum,
Jamshedpur-831007
India
Ph: +91-8210224091

Dear Naveen,

Welcome to Infosys!

At Infosys, our purpose is to amplify human potential and create the next opportunity for people, businesses and communities. Our employees are key to realizing this. It is our continuing ambition to find and retain people who believe in our values and share our desire to build a great company.

It is therefore with great pleasure that we offer you the position of **Associate Consultant** with Infosys Limited (hereinafter referred to as "**Company**" or "**Infosys**").

Please see enclosed the offer of employment.

The offer of employment shall remain valid for a period of 14 (fourteen) calendar days from the date of the offer of employment unless withdrawn by the Company at any time before your explicit acceptance.

The offer of employment shall be deemed to have been rejected by you, in the event : (i) you fail to communicate your acceptance to the offer within 14 (fourteen) calendar days from the date of the offer of employment where you have not been granted any extension of time by Infosys to communicate your acceptance; or (ii) you notify Infosys in writing that you are rejecting the offer of employment or (iii) you do not join the Company at the Location specified below or any other location that may be informed to you.

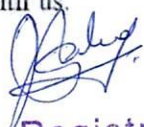
Please note that all the employees of Infosys are required to be double vaccinated against Covid-19 unless an exemption exists, for which satisfactory medical evidence will need to be submitted to Infosys at the time of joining.

We look forward to working with you and wish you success in your career with us.

Warm regards,

Sushanth Tharappan
EVP and Head Human Resources - Infosys Limited

INFOSYS LIMITED
SEZ Survey No. 41 (pt) 50 (pt), Pocharam Village
Singapore Township PO, Ghatkesar Mandal
Rangareddy District, Hyderabad 500 088, India
T 040 40600000
F 040 666341356


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

Corporate Office:
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

October 8, 2024

HRD/1008040251/24-25

Mr. Naveen Kumar
Q. No. L4/27, Dindhi road,
Burma mines, East Singhbhum,
Jamshedpur-831007
India
Ph: +91-8210224091

Dear Naveen,

The details of your offer of employment with the Company, are mentioned below:

1. Role Designation : Associate Consultant

2. Role : Associate Consultant

3. Job Level : 4

4. Joining Date

Your scheduled date of joining the employment is **October 14, 2024**.

5. Location

Your location for employment is **HYDERABAD (SEZ)**, SEZ Survey No. 41 (pt) 50 (pt), Pocharam Village Singapore Township PO, Ghatkesar Mandal Rangareddy District, Hyderabad 500 088, India.

You may be asked to relocate to any of the Company's units, departments or the offices of the Company's affiliates* and/or the offices of the Company's customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant policies of the Company in that work location.

Please be advised that you, by accepting this offer of employment, hereby give your irrevocable consent to the above.

**For the purpose of this offer of employment, 'Affiliate' means an entity that controls, is controlled by, or is under common control of the Company. 'Control' includes the right to appoint majority of the directors or to control the management or policy decisions exercisable by a person or persons acting individually or in concert, directly or indirectly by virtue of their shareholding or management rights or shareholders agreements or voting agreements of in any other manner.*



Registrar
The IIHMR University
Corporate Office
1, Prabhu Dayal Marg
CIN: L83106KA1981PTC013115
Near Sangner Airport, Jaipur-302029
44, Infosys Avenue

INFOSYS LIMITED
SEZ Survey No. 41 (pt) 50 (pt), Pocharam Village
Singapore Township PO, Ghatkesar Mandal
Rangareddy District, Hyderabad 500 088, India
T 040 40600000
F 040 666341356

Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

6. Probation and Confirmation

You will be on probation for a period of 6 (six) months from the date of joining the Company. During your probation, you will be continuously assessed for your suitability to continue in service. In evaluating your suitability, your adherence to the Company policies and applicable laws will also be considered. Notwithstanding anything stated herein, and without limiting the rights of the Company, the Company would be entitled to terminate your services immediately without any notice during your probation, for the occurrence of any action/omission, including but not limited to the following:

- (a) for failure to submit the documents required by the Company, details of which are enclosed in Annexure - IV;
- (b) for failure to pass background checks to the satisfaction of the Company, including inability to prove employment with previous employers (i) by way of submission of statement of bank account which evidences salary payments by the previous employer, or (ii) statement of provident fund account which evidences contribution of provident fund by the previous employer, or (iii) submission of Form 16/Income tax returns filed, as issued under the Income Tax Act, 1961 or any other applicable law;
- (c) for failure to perform the duties that you are capable of performing and as required by the Company;
- (d) for any action/omission which may render you unsuitable for the role, as determined by the Company; and
- (e) for any other reason, as considered appropriate by the Company.

Your probation shall be confirmed only upon a written communication from the Company.

7. Duties

You will perform day to day duties and activities in accordance with the job description for your Role, as well as other duties you are capable of performing, as required by the Company.

Your position, duties and reporting lines may be changed by the Company as required, from time to time, and you will be informed in writing of those changes.

Unless you are informed otherwise, these terms will continue to apply to you, even though your position, duties and reporting lines may change.

8. Leave

You are entitled to earned leave, right from your date of joining. You will be eligible for 15 (Fifteen) working days of leave annually, during probation. On confirmation, you will be eligible for 20 (Twenty) working days of leave annually.


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The leaves are credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. The leave year is the calendar year and not the fiscal year.

The Company's policies also provide for Maternity, Paternity and Bereavement leave. Further details will be provided to you at the time of joining.

9. Promotion and Progression

The Company is committed to a performance-based culture. Career progression and increments in your salary will depend significantly upon your performance and demonstrated achievement of agreed business outcomes and desired professional behaviour. A formal assessment of your performance will be periodically conducted in line with the Company's performance appraisal process with which you will be required to become familiar with, and in which you will need to participate.

10. Compensation and Benefits

Salary

Your Fixed Salary including retirals will be **INR 63,751 per month** and Total Gross Salary inclusive of the Performance Bonus and retirals will be **INR 70,834 per month**. Your salary is based on the work performed by you and includes an amount to compensate you for any reasonable additional hours worked by you. The break-up of your salary has been provided in the Compensation Details sheet at Annexure - I.

Basket of Allowances (BOA)

The Basket of Allowances is part of your Fixed Salary.

You will have the flexibility of choosing the components of your BOA and the amounts under each of such components that you have chosen, as per the options provided to you on the Company's intranet.

Performance Bonus

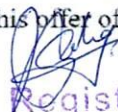
You will be eligible for a Performance Bonus (as per the Company's Bonus Plan) of **INR 7,083** per month, at a maximum payout of 100%. The Company operates a non-contractual Bonus Plan linked to your performance, Company's performance and your unit / department's performance. Any Performance Bonus amount awarded shall be entirely at the discretion of the Company. The Company reserves the right to amend the non-contractual Bonus Plan at any time. The break-up of your salary has been provided in the Compensation Details sheet at Annexure - I.

Guaranteed Performance Bonus

For the first 6 (six) months of your employment with the Company, you will be paid **50%** of your Performance Bonus amount as mentioned in the above clause (Performance Bonus), as a Guaranteed Performance Bonus. The Performance Bonus mentioned in above clause is inclusive of, and not in addition to Guaranteed Performance Bonus.

Ex - Gratia / Bonus

You will be eligible for an ex - gratia/ bonus payout which is calculated at 20% of the basic salary as mentioned in the Compensation Details sheet at Annexure - I of this offer of employment. The mode of payment will be as follows:


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95% of the ex-gratia/bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

National Pension Scheme

The Company offers all India based employees the option to contribute towards the national pension scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks.

Insurance

Health Insurance: You will be eligible to participate in a Group Health Insurance Scheme and covered by default under the standard health insurance plan as per the applicable Company Health Insurance Policy. You may also choose to enhance the benefits with other participatory optional health insurance plans.

Life Insurance: You will be covered under the Group Life Insurance Scheme, managed by Infosys Employee Welfare Trust ("**Trust**"). The Trust is established for the benefit and welfare of the employees of the Company and provides assistance to the employees in various forms including but not limited to extension of medical facilities. All employees become members of the Trust, by a one-time payment of **INR 250** and a fixed monthly contribution of **INR 325** which may increase from time to time. You hereby provide consent for such amounts to be deducted from your monthly salary.

The details of the scheme(s) would be available to you when you join the Company.

11. Work Health and Safety

11.1. You agree to comply with all the directions and instructions emanating from the Company regarding health and safety and shall also take all reasonable steps to ensure that you do not undermine your health and safety or the health and safety of any other person during the period of your employment with the Company.

11.2. You hereby acknowledge and agree that you are medically fit, at all times, to discharge the role and duties entrusted to you by the Company. In the event, the Company has any concerns about your fitness to work at any point in time, the Company may require you to consult and/or undergo a medical examination with a registered medical practitioner as nominated by the Company. You hereby agree to provide the Company with a copy of any such medical reports/results and/or authorize the Company to communicate with the concerned medical practitioner regarding your fitness to return to work. In the event, you are declared medically unfit to discharge your role and duties by a registered medical practitioner or you fail to discharge your role and duties on account of your continued ill health/prolonged illness, your employment may be terminated in accordance with the Company procedure.


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11.3. You hereby acknowledge and agree that in the event you contract any infectious or contagious disease, you will immediately report this information to your manager and/or the BP-HR and upon the Company's direction, you shall not enter the office of the Company or that of the customer, until permitted to return. The Company also reserves the right to refuse entry into the workplace to any individual who is deemed by the Company to be unfit at its sole discretion, in the interest of providing a safe and hygienic environment for all the employees and third parties visiting the workplace. You hereby agree that during such period when you are not working, you will be on earned leave and upon exhaustion of the earned leave, on unpaid leave.

11.4. You may be required to provide the Company with a medical certificate from a registered medical practitioner to verify a leave claim made on account on sickness.

12. Notice Period and Termination of Employment

Prior to the commencement of your employment with the Company, this offer of employment may be terminated by the Company without any notice to you.

During your probationary period and post confirmation of your employment with the Company, you will be required to give 3 (three) months' notice or salary thereof in case you decide to leave the services of the Company, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the 3 (three) months' notice period. Similarly, the Company can terminate your services with immediate effect and on such termination the Company can give you 3 (three) months' notice or salary thereof.

Your services can be terminated without notice or payment in lieu of notice, at any time, for the occurrence of any of the below act(s)/omission(s), including but not limited to the following:

- (a) engagement in misconduct;
- (b) loss of confidence by the Company;
- (c) engagement in any conduct which brings or may bring the Company into disrepute;
- (d) convicted of an indictable offence or enter a plea of guilty to a charge brought for an indictable offence;
- (e) in any other circumstance, in which the Company has the right to do so in accordance with the applicable law in force, including any significant breach of the terms and conditions of your offer of employment and/or breach of the Company policies.

13. Garden Leave

The Company may place you on paid leave and direct you to comply with all or part of the following in such circumstances including but not limited to, following the notice to terminate your employment by either party:

- (a) not to perform any duties for part or all of the notice period or be employed or engaged in the conduct of any activity of the Company;
- (b) not to enter the premises of the Company;


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(c) not to contact or have any communication with customers, prospective customers, employees, consultants, prospective investors, suppliers, distributors, shareholders, agents, representatives or other business contacts of the Company; and/or

(d) remain available to be called upon during your ordinary hours of work as specified by the Company.

During such period, the Company may appoint 1 (one) or more persons to replace you in the performance of the duties of your position.

During such period, the Company shall continue to pay you, your salary and provide your contractual benefits, but shall have no obligation to provide you with any work or opportunities to earn/accrue incentives/commission over and above your salary and all duties of your employment (express and implied) will continue, including but not limited to your duties of fidelity, good faith and exclusive service.

14. Termination Obligations

If your employment is terminated, then you must immediately return all confidential information and any other property of or relating to the Company or the customer, subsidiary or associated companies of the Company which you may have, without retaining any copies of the same.

On termination of your employment for any reason:

(a) you must repay all the monies owed to the Company;

(b) the Company will pay all entitlements owed to you; and

(c) the Company can, to the maximum extent permitted by law, withhold and set-off any amount owed by you under sub-clause (a) from or against any amount owed to you under sub-clause (b).

In the event your employment is terminated due to misconduct while on secondment, to an affiliate of the Company, or any third party, then your employment with the Company shall also stand terminated.

You hereby acknowledge and agree that any statutory or other 'last in, first out' rule or any modification thereof shall not apply to you in the event of termination of your employment with the Company for any reason.

15. Deductions

During the course of your employment, you authorize and permit the Company to make any deductions, as required, from your salary in accordance with the applicable law and Company policies. The deduction can include but not be limited to: (a) personal calls made through phone provided by the Company; (b) personal expenses incurred on a Company-issued credit card; (c) recovery of any owed amounts to the Company; (d) personal use of Company-provided facilities; (e) recovery of any tax amounts paid by the Company.


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16. Background checks

The Company may, at any time and at its discretion conduct background checks prior to or after your expected joining date or at any time during the course of your employment with the Company, to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Annexure - IV.

You acknowledge and agree that the aforementioned information and/or documents provided by you to the Company are true, complete and correct and you have not withheld any information from the Company that would affect your ability to successfully carry out your employment with the Company.

If you fail to submit the necessary information and/or documents as required by the Company within the specified time period or if the Company is not satisfied with the outcome of the background checks, or if the Company finds at any time that any information and/or documents given by you are not correct, true or complete in all respects, the Company may at its discretion and to the fullest extent permitted by applicable law, revoke this offer of employment prior to your acceptance, or terminate your employment without notice or payment of compensation.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information and/or documents including but not limited to: (i) statement of bank account which evidences salary payments by previous employer, or (ii) statement of provident fund account which evidences contribution of provident fund by previous employer, or (iii) submission of Form 16/Income Tax Returns issued/filed under the Income Tax Act, 1961 or any other applicable law, or (iv) proof of submission that your Aadhaar number is linked with your Universal Account Number ("UAN") as issued by the Employees' Provident Fund Organisation, India.

Please note that the Company requires you to furnish a copy of your passport at the time of joining.

17. Conflict of Interest

You agree to cease any existing engagement, whether full-time or part-time, as director / partner / member / employee / sole proprietor of any other organization / entity / sole proprietorship engaged in any form of business activity or public or charitable endeavour prior to joining the Company. You agree to ensure that your last working day with such organization/entity, whether full-time or part-time, is at least one working day prior to your start date with the Company.

You agree not to be, whether full-time or part-time, a director / partner / member / employee / sole proprietor of any other organization / entity / sole proprietorship engaged in any form of business activity or public or charitable endeavour, at any time during the course of your employment with the Company, without the written consent of the Company and to avoid situations that may lead to absenteeism, tardiness, conflict of interest or poor job performance. The consent may be given subject to any terms and conditions that the Company may think fit and such consent may be withdrawn at any time at the discretion of the Company.


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18. Other terms and conditions

18.1. You agree that your primary graduate educational degree and where applicable your post-graduate educational degree which are relevant to the role offered to you is secured under a regular full-time program and not through any distance learning and/or part time program. You further agree and acknowledge that all your educational degrees are secured from educational institutions approved by University Grants Commission (UGC)/ All India Council for Technical Education (AICTE)/ Association of Indian Universities or such of its successors. The Company reserves the right to recognize any educational degree or diploma secured from any other educational institution, in its sole and absolute discretion.

18.2. You hereby agree to provide the Company with the information and/or documents, as required, to enable the Company generate a UAN at the time of joining the Company where you do not have an existing UAN.

18.3. You hereby acknowledge and agree that, at all times during the course of your employment with the Company, you will act in compliance with your obligations under Section 142 of the Code on Social Security, 2020 or such other law, which requires you to establish your identity through your Aadhaar number provided to you under the provisions of the Aadhaar (The Targeted Delivery of Financial and Other Subsidies, Benefits and Services) Act, 2016 or any other law in force for time being.

18.4. Subject to applicable laws, you shall communicate to the Company within a period of 2 (two) working days, in the event of any change in your citizenship status and/or your ability to lawfully work in India. Subject to applicable laws, you also consent to and agree that the Company may, at any time during your employment, perform a check on your citizenship status, and confirm your right to work in India.

18.5. You hereby acknowledge and agree to abide by all internal policies of the Company, which you will be able to access, upon joining, on the intranet. These policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these policies, at any time, in its sole and absolute discretion and you hereby consent to the same.

18.6. You hereby agree that based on the nature of your work and business requirements, you may be required to work on rotational shifts including night shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company will be made applicable to you.

18.7. You hereby agree and acknowledge that, at all times during the course of your employment with the Company, you will physically report to work at your location for employment, as mentioned in Clause 5 of this offer of employment, unless otherwise communicated to you by the Company. In the event, you fail to physically report to work at your location for employment in disobedience of the Company's direction to report to work without any justifiable reasons, the Company reserves the right to initiate appropriate action against you.


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18.8. The Company may at any time or times, in the event of a fire, catastrophe, natural or man-made disasters, breakdown of machinery, communication equipment, statutory restrictions, failure / stoppage of the power supply, epidemic, pandemic, civil commotion, shortage of orders or other trade reason, financial difficulty, economic conditions, or any other cause which is beyond the reasonable control of the Company, suspend work, close down any department or departments wholly or partially for any period or period. You hereby agree to be on earned leave and upon exhaustion of the earned leave, on unpaid leave for the period you have been laid off by the Company.

18.9. You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights Agreement (as provided at Annexure III), the Code of Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with the Company. This offer of employment is also conditional upon your acceptance and execution of the Customer Connection Agreement (Annexure I

18.10. This offer of employment constitutes and records the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other previous negotiations, understandings, contracts, agreements, representations, warranties, memoranda or commitments, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

18.11. If any of the terms or conditions of this offer of employment are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer of employment and the remaining terms and conditions shall continue in force.

18.12. The waiver by the Company of any breach of any term of this offer of employment will not prevent the Company from subsequently enforcing that term and it will not be deemed a waiver of any subsequent breach.

18.13. This offer of employment shall be governed by the laws of India, and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.


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As a token of your acceptance of this offer of employment, please bring a duly signed duplicate copies of the offer of employment and all the accompanying annexures, on the date of joining.

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

Yours sincerely,

Sushanth Tharappan
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer of employment.

Date: _____, 20____

Sign your name

Insert your name Location

Annexures: Compensation Details (Annexure I)
Customer Connection Agreement (Annexure II)
Confidentiality and Intellectual Property Rights Agreement (Annexure III)
List of Documents (Annexure IV)


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ANNEXURE - I

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Naveen Kumar			
ROLE	Associate Consultant			
ROLE DESIGNATION	Associate Consultant			
1. MONTHLY COMPONENTS				
BASIC SALARY				31,
BASKET OF ALLOWANCES				20,
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				6,
MONTHLY SALARY				58,
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				
FIXED SALARY (1+2)				58,
3. PERFORMANCE BONUS				Performance Bonus Amount mentioned in Clause
PERFORMANCE BONUS				7,
TOTAL GROSS SALARY (INCLUSIVE OF PERFORMANCE BONUS) (1+2+3)				65,
4. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				3,
GRATUITY - 4.81% of Basic Salary*				1,
COST TO COMPANY (1+2+3+4)				70,
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	Fifty Thousand (without security)	@7%	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The Company in its sole and absolute discretion can restructure the components of the Fixed Salary, without changing the Total Fixed Salary. The disbursement of any loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act or the Code on Social Security, 2020, as may be applicable.				


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ANNEXURE - II
CUSTOMER CONNECTION AGREEMENT

I _____ accept employment with Infosys Limited ("**Infosys**").

I hereby acknowledge and agree that, for a period of six (6) months following the termination (whether voluntary or involuntary) of my employment with Infosys for any reason, I will not work for or provide any services to a Customer, either directly or indirectly in any Capacity.

For the purposes of this Customer Connection Agreement ("**Agreement**"):

"**Capacity**" shall include working for or providing any services as an agent, consultant, director or employee to the Customer and/or to any contractor or any supplier of the Customer.

"**Customer**" means any person, firm or entity or its affiliates or its successors-in-interest, who is a client of Infosys and/or its affiliates and with whom I had worked or dealt in a professional capacity at any time during the twelve (12) months immediately preceding the termination of my employment with Infosys.

Employee Signature:

Employee Name: Naveen Kumar

Acknowledged by Infosys Limited:

Sushanth Tharappan
EVP and Head Human Resources - Infosys Limited


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ANNEXURE - III

CONFIDENTIALITY AND INTELLECTUAL PROPERTY RIGHTS AGREEMENT

This Confidentiality and Intellectual Property Rights Agreement (hereinafter referred to as "**Agreement**") is entered into on October 14, 2024 (hereinafter referred to as "**Effective Date**"), at Q. No. L4/27, Dindhi road,, Burma mines, East Singhbhum, , Jamshedpur by and between:

Infosys Limited, having its registered office at No. 44, Hosur Road, Electronics City, Bengaluru, Karnataka (hereinafter referred to as the "**Company**")

AND

Naveen Kumar, residing at Q. No. L4/27, Dindhi road,, Burma mines, East Singhbhum, , Jamshedpur (hereinafter referred to as "**Employee**")

RECITALS

1. The Company and the Employee are entering into, an employment relationship.
2. In the course of that relationship, the Employee may gain access to or use confidential information and other valuable and protectable information of the Company and its customers, suppliers or vendors.
3. The Employee agrees to deal with confidential information in accordance with the terms of this Agreement.

In consideration of the employment provided by the Company and other mutual promises and agreements contained herein below, the receipt and sufficiency of which are hereby acknowledged, the Company and the Employee agrees as follows:

1. CONFIDENTIAL INFORMATION

1.1 Confidential Information means and includes non-public information and information which is confidential including proprietary information and other information related to the business of the Company, its affiliates or any third parties with which the Company associates such as customers, suppliers, whether or not such information is expressly marked or designated as confidential information and includes but is not limited to:

(a) trade secrets; financial information; contracts; technical data; business data; customer lists, supplier lists; information relating to the management, personnel, strategies or policies of the Company and systems processes, methods, pricing and products of the Company.

(b) Information created or developed by the Employee in the course of employment with the Company, including the strategies, correspondence, reports, articles and other documents, artwork plans, designs, software and discoveries.



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(c) information supplied by, relating to or confidential to any other persons.

(d) information that has an actual or potential value to the Company, where the Employee has received, created or developed that information: (i) in the course of employment with the Company (whether or not prior to the date of this Agreement); or (ii) as a result of, or aided by, the existence of an employment relationship with the Company or any of its related body corporates, whether existing or having ceased to exist.

(e) any information which could be reasonably expected to be considered as confidential.

(f) any copies, summaries or notes of confidential information and any other materials incorporating, or derived from, confidential information.

1.2 Confidential information does not include any information that is, or becomes, public knowledge without any fault of the Employee.

1.3 The Employee's obligations under this Agreement shall cease to apply in respect of any confidential information the disclosure of which is required under the applicable law in force or pursuant to a valid order of a court of competent jurisdiction or an authorized government agency, provided that the disclosure does not exceed the extent of disclosure required by such law, regulation, or order.

2. CONFIDENTIALITY OBLIGATIONS

2.1 The Employee agrees and acknowledges that during the course of his employment with the Company, the Employee shall use and have access to confidential information that are not a matter of public record, solely by virtue of his employment and for the purpose of enabling the Employee to discharge his obligations towards the Company as an employee.

2.2 The Employee agrees and acknowledges that the confidential information will not be disclosed by him to any person without the prior written approval of the Company. The Employee must not disclose confidential information to another employee of the Company except on a need-to-know basis and only with the prior approval of the reporting manager of the Employee.

2.3 The Employee agrees to maintain strict confidentiality in respect of all the confidential information both during his/her employment and subsequent to his/her employment with the Company.

2.4 The Employee must take all reasonable precautions to prevent an unauthorised disclosure of confidential information, including the following:

(a) the Employee must at all times store confidential information safely and securely; and

(b) the Employee must not remove confidential information from the premises at which it is stored except where it is necessary to do so.

2.5 The Employee agrees to assist in any legal proceedings initiated to protect confidential information.



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2.6 The Employee shall, upon termination of his employment or at the request of the Company, immediately deliver all media embodying confidential information that is in the Employee's possession, custody or control, without retaining a copy of the same.

2.7 The Employee agrees to comply with any other reasonable obligations relating to confidential information, as required from time to time by a customer or supplier or vendor of the Company.

3. INTELLECTUAL PROPERTY RIGHTS

3.1 The Employee further agrees that all copyright, ownership and intellectual property rights in any work of any nature carried out by him during the course of his employment with the Company shall vest with and remain with the Company, customer, or supplier as the case may be. The Employee agrees that he will not be entitled to claim any right, title or interest therein, including moral rights. In the event it should be established that such work does not qualify as a 'Work Made for Hire', the Employee agrees to and does hereby assign to Company all of his right, title, and interest in such work product including, but not limited to, all copyrights, patents, trademarks, and other proprietary rights which relate in any way to the business or contemplated business, research, or development of the Company. The Employee further acknowledges and agrees that the Company may, in its sole discretion, assign to third parties all such intellectual property rights.

3.2 The Employee agrees that he shall not disclose to any person all or any part of the intellectual property rights in any work of any nature carried out by him during the course of his employment, belonging to the Company, customers, or suppliers as may be the case. The Employee agrees to maintain strict confidentiality in respect of all such intellectual property rights both during his employment and subsequent to his employment with the Company.

3.3 Both during the term of this Agreement and thereafter, the Employee agrees to fully cooperate with the Company in the creation, establishment, protection and enforcement of any intellectual property rights that may derive as a result of the services performed by him under the terms of this Agreement. This shall include executing, acknowledging, and delivering to the Company all documents or papers that may be requested by the Company to enable the Company or customers, or suppliers of the Company to create, establish, publish or protect said intellectual property rights.

3.4 If requested by the Company, the Employee agrees to promptly return to the Company all materials, writings, equipment, models, mechanisms, and the like obtained from or through the Company, including, but not limited to, all confidential information, all of which the Employee recognizes is the sole and exclusive property of the Company.

4. GENERAL

4.1 Survival: The Employee's obligations under this Agreement shall survive indefinitely, notwithstanding any termination of the Employee's relationship of employment with the Company.

4.2 Notification to new employer: In case the Employee leaves the employment of the Company, he hereby acknowledges and grants consent to the Company to notify to his new employer about his rights and obligations under this Agreement.



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4.3 Non Solicitation of other employees: The Employee hereby acknowledges and agrees that for a period of 12 (twelve) months immediately following the termination of his relationship with the Company for any reason, whether with or without cause, he shall not either directly or indirectly solicit, induce, recruit or encourage any of the Company's employees to leave their employment, or take away such employees, or attempt to solicit, induce, recruit, encourage or take away employees of the Company, either for himself or for any other person or entity.

4.4 Notification to the customer: In case the Employee's employment with the Company is terminated (whether by the Company or by him), or his engagement with a particular customer is terminated or changed by the Company, the Employee hereby acknowledges and agrees that the Company shall be solely responsible for notifying the concerned customer of the Company of the fact, timing, and details of such termination or change.

In addition, in the event that the Employee decides to terminate his employment with the Company, the Employee acknowledges and agrees that he will first notify the Company of his resignation before discussing it with any customer of the Company, and will desist from any such discussions until the Company has had a reasonable period of time to notify its customers of the same.

4.5 Ability to enter into Agreement: The Employee hereby represents and warrants to the Company that he is not a party to or otherwise bound by any agreement that may, in any way, restrict his right or ability to enter into this Agreement or otherwise be employed by the Company. Additionally, the Employee hereby acknowledges and agrees that he will not reveal to the Company, or otherwise utilize in his employment with the Company, any proprietary trade secrets or confidential information of any previous employer.

4.6 Rules and Regulations of the customer and the Company: The Employee acknowledges that during the course of his employment with the Company, he may be deputed on specific project/projects of customers. The Employee hereby agrees that during such deputation he will fully, punctually and to the satisfaction of the Company and such customers comply with all the rules and requirements relating to non-disclosure, confidentiality, security checks and procedures or any other related matters, as may be prescribed by such customers.

The Employee further agrees to strictly and conscientiously abide by the rules, regulations and security policies related to network security both at the Company and at customer sites. The Employee agrees to adhere to the specific security measures at the customer sites unequivocally and to the satisfaction of the Company and the customers.

4.7 Governing Law: This Agreement shall be governed by the laws of India. The Company and the Employee hereby agrees to the exclusive jurisdiction of the courts in Bangalore, India.

4.8 Waiver: The waiver by the Company of any breach of any term of this Agreement will not prevent the Company from subsequently enforcing that term and it will not be deemed a waiver of any subsequent breach.

4.9 Severability: If any word, phrase or clause of this Agreement is held to be void, illegal or unenforceable, that word, phrase or clause shall be deemed to be severed without affecting the operation of the remainder of this Agreement. All overlapping obligations in this Agreement are intended to operate cumulatively and to bind the parties, subject to the severance of any obligations held to be void, illegal or unenforceable.



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4.10 Interpretation: In this Agreement:

- (a) words in the singular include the plural and vice versa; and
- (b) a reference to a person includes a reference to a body corporate, unincorporated association, statutory or other authority, partnership or any other entity.

4.11 Cumulative obligations: The Employee's obligations under this Agreement are in addition to, and do not limit or detract from, any duties or obligations owed by the Employee to the Company under any applicable law, in equity or otherwise.

4.12 Remedies: The Employee hereby agrees that the Company may initiate appropriate legal action against him for the breach of any of the terms of this Agreement, and to recover the costs of such legal action, including all damages and legal fees.

Employee Signature:

Employee Name: Naveen Kumar

Acknowledged by Infosys Limited:

Sushanth Tharappan
EVP and Head Human Resources - Infosys Limited


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ANNEXURE - IV

LIST OF DOCUMENTS TO BE SUBMITTED AT THE TIME OF JOINING

- (a) Class 10 (or equivalent) marks sheet(s);
- (b) Class 12 (or equivalent) marks sheet(s);
- (c) Graduation marks sheet(s);
- (d) Graduation degree certificate/provisional degree certificate;
- (e) Post Graduation marks sheet (if applicable);
- (f) Relieving letter and experience certificate from all your previous employer (applicable only in case you have been previously employed);
- (g) First and last page of the passport (if you don't have a passport, kindly apply immediately);
- (h) Registration Number with the National Skills Registry (also known as ITPIN)/National Skills Registry Card;
- (i) Permanent Account Number ('PAN') Card* (Please note that under the Income Tax Act, 1961, furnishing of PAN to the employer is mandatory).
- (j) Passport size photographs

*Your PAN is required for calculating the income tax on your salary. If you fail to provide your PAN, the Company will deduct TDS (tax deducted at source) at higher rates, as per applicable law.



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Dated: 04.06.2024

Employee Offer Letter

Ms. Neha
Ahmedabad
Mob. No. +91 -9712002296

This has reference to your application dated 03.06.2024 and the personal discussions with you at Ahmedabad Office.

We are pleased to offer you the post of "**Product Executive**" in our organization and your CTC- 4,50,000/- Per Annum.

As discussed, you will join in our organization before 10.06.2024. The detailed appointment letter would be given to you at the time of your joining our organization.

You will perform your duties based at HO- Ahmedabad.

You are requested to submit the following documents at the time of your joining our company:

- ** Address with proof of your temporary and permanent residence.
- ** Two stamp size photograph.
- ** Two reference letters.
- ** Relieving letter from your current employer.
- ** Copies of your academic qualifications.
- ** Copies of experience certificates.
- ** Last 3 months salary slips from your previous employer.
- ** Copy of all Previous Employer's Joining & Reliving Letters
- ** Copy of PAN card, Aadhaar Card, Driving License, Bank Details.

Kindly send your acceptance of the offer letter through return email / Courier.

NOTE: Moreover you will provide Xerox copy of all above documents within 7-days time from your joining duty at Head Office.

We wish you all the best,

For Dakshinamurti Pharma Pvt Ltd



Executive HR



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Near Sangner Airport, Jaipur-302029

Accepted

Signature

DAKSHINAMURTI PHARMA PVT. LTD.

(CIN : U24230GJ2013PTC076462)

Office : 30, 1st Floor, Agrawal Mall, Opp. Bhagwat Vidhyapith, S.G. Highway, Ahmedabad - 380060, Gujarat (India)

Email : info@dakshinamurtipharma.com | Web : www.dakshinamurtipharma.com



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OFFER LETTER
Private & Confidential

To,

March 22, 2024

Nehal Ashok Pandey
38/A, Tadkeshwar
Soc, Abrama, Valsad
Gujarat - 396001

Subject: Offer for Employment

Dear **Nehal**

Based on the communication as well as the information shared by you for suitable position with **Provident Healthcare Asia (a registered subsidiary of GR Health Aids Pvt Ltd)**. We are happily willing to extend an offer for employment.

Your work place will be the state of Gujarat. You may be deputed/ transferred to work at any of the other branches of the company as and when considered necessary, solely at the discretion of the management.

We are pleased to offer the position of **"Sales Trainee"** based at **Ahmedabad** with Provident Healthcare Asia. Your date of joining will be on **April 1, 2024**. We expect that your contribution would bring great value to the organization.

Compensation

Your annual compensation will be **INR 600,293/- (INR Six Lakh Two Hundred Ninety Three only) per annum**, subject to tax deductions as applicable as per company and government norms.

Probation

You will be on probation for a period of six months from the date of joining. On satisfactory completion of the probation period, you will be confirmed for the regular employment with company.

During the course of your employment with the company, you will use your best efforts and exercise to the utmost degree of skill, competence and diligence in performing your service. Such service shall be rendered each business day during normal business hour and as may be applicable per the company policy from time to time.

Notice

You shall be required to serve at least one month notice to the Company, shortfall if any in your notice period will be adjusted from your salary.

GR Health Aids Private Limited B-15/3 Industrial Area, GT Karnal Road, Delhi-110033, India; Ph: 011-27232308, 27232309; M: +919809803300; e-mail: support@healthaids.in

Provident Healthcare Asia Branch Office: 406 Global Foyer, Golf Course Road, Sector-43, Gurugram-122002, Haryana, India

www.healthaids.in

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Near Sanghera Airport, Jaipur-302029



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Termination

As a confirmed employee, your employment with the company may be terminated upon giving one month's prior written notice, or by payment of proportionate salary* in lieu thereof. (*salary will be calculated on basic monthly salary). Further, at the time of leaving, you must ensure that all your ongoing activities are successfully completed.

Important

You agree that no time during the term of your employment with the Company will you engage in any business activity which is competitive with the Company nor work for any company which competes with the Company.

The compensation information is highly confidential. We request you to use discretion in handling your compensation related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any unauthorized disclosure of compensation information will tantamount to violation of the confidentiality and ethics policy.

Other terms & conditions of your employment will be specified in your appointment letter.

Note

Please Share Your Acceptance Of The Offer Within Two (2) Working Days From The Date Of Issue Of This Letter; This Offer Is Subject To Your Acceptance In Writing.

For Provident Healthcare Asia

Rishab Chanana
Director

I, accept the above terms & conditions as explained during our interaction. I would fulfill the formalities as per the timelines to join as per the letter.

Name:

Signature:

Date:

Place:

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Annexure – 1 Documents Required at The Time of Joining

1. Copies Of Degree Certificates
 - Graduation
 - Post-Graduation
 - Others
2. 4 Passport Size Photographs
3. Copy Of The Relieving Letter From Previous Employer (If Previously Employed)
4. Copies Of Experience Certificates (If Previously Employed)
5. Copy Of Last 3 Months' Salary Slip / Salary Certificate (If Previously Employed)
6. Copy Of Photo ID Card – 1nos
7. Copy Of PAN Card – 1nos With Self-Attestation.
8. Copy Of Aadhaar Card

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Annexure II: Salary Components

Fixed Compensation	Monthly Amount (Rs.)	Yearly Amount (Rs.)
Basic	19,479	2,33,750
HRA	9,740	1,16,875
Special Allowance	9,740	1,16,875
ANNUAL BASE SALARY	38,958	4,67,500
Statutory Benefits		
CO's contribution to PF @12% of Basic salary*	2,338	28,050
Gratuity @4.81% of Basic salary**	937	11,243
Total Statutory benefits	3274	39,293
Total Fixed Pay	42,233	5,06,793
Management Performance Bonus/Incentive Plan		
Bonus Plan 20% at Target on Annual Base Salary		93,500
Total Annual Gross Salary		6,00,293
* Company contribution as per EPF & Delhi Act		
** Gratuity to be paid as per Indian Gratuity Act		
Note : Above payment are subject to income tax, as applicable		
a) MEDICLAIM : HOSPITALISATION COVERAGE : The Policy covers self, spouse and two children subject to the over all limit of Rs. 7 Lacs per annum		
b) Term Life Insurance Benefit upto 5 times A+B8:K30annual base Salary (Joining)		

[Signature]
Registrar
The IHMR University
1, Prabhu Dayal Marg
(Near Sangar Airport, Jaipur-302020)

Dear Ms. Nikita Kandwal,

Welcome to Jubilant FoodWorks Ltd.!

We are delighted to extend to you an offer for the position of **Management Trainee** at **Jubilant FoodWorks Ltd.** Congratulations on your selection! Your enthusiasm, skills, and potential have truly impressed us, and we are excited to welcome you to our team.

Your joining date will be **15th July 2024**, and your place of posting will be at our **Registered Office in Noida**.

You will receive an initial **annual compensation package of Rs. 5,00,000 (Rupees Five Lakhs only)**. In addition to the fixed salary, you will also be eligible for various **allowances and benefits** as per company policies. The detailed salary structure will be shared with you separately at the time of joining.

Terms and Conditions of Employment:

1. Probation Period:

Your employment will be subject to a **probationary period of 6 months**, during which your performance, conduct, and overall suitability for the role will be assessed. Based on your performance, the probation period may be confirmed, extended, or terminated at the discretion of the management.

2. Working Hours and Days:

You are expected to adhere to the standard working hours of the organization. Any deviation must be discussed and approved by your reporting manager.

3. Place of Posting:

While your initial posting is in **Noida**, you may be transferred to any location, department, or business unit of Jubilant FoodWorks Ltd., as per organizational requirements.

4. Confidentiality and Conduct:

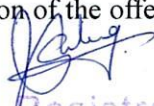
You shall maintain the highest level of confidentiality regarding all business information. Any breach of confidentiality, misconduct, or violation of company policies may result in disciplinary action, including termination.

5. Notice Period:

Upon confirmation, either party may terminate the employment by giving **30 days' written notice** or payment in lieu thereof.

6. Background Verification:

This offer is subject to satisfactory verification of your educational qualifications, previous employment records, and references. Any discrepancies may lead to revocation of the offer or termination of employment.


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7. Documentation:

You will be required to submit all necessary documents including academic certificates, identity proof, address proof, and recent passport-size photographs on or before your date of joining.

We believe in building long-term associations with our team members and investing in their growth. At Jubilant FoodWorks Ltd., you will find a supportive work culture that encourages learning, collaboration, and innovation.

We look forward to having you onboard and are excited about the journey ahead.

Welcome once again to the Jubilant family!

Warm regards,



Kartik Nair
Jubilant FoodWorks Ltd.



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Near Sanganer Airport, Jaipur-302029

DATE: 23-09-2023

Dear Nikunj Talwaria,

Congratulations!!

Further to your internship with our firm, we are happy to extend an offer of employment as **Management Trainee** in our firm.

Ther terms of the offer are as follows: -

1. The position will be located out of Bangalore for the initial 6 months.
2. For the first 3 months of employment, you would be paid a consolidated stipend of Rs 25k/month + Travel expenses as per company policy.
3. Thereafter your compensation will be Rs. 5Lacs/Annum + 2 Lacs variable pay + Travel allowances as per the company policy with designation of **Marketing Executive** in any specialised department of Sales & Marketing
4. You will be posted at **Indore/Bangalore**.
5. You will be required to sign a bond to be associated with the organisation for 18 months on your appointment as **Marketing Executive**.

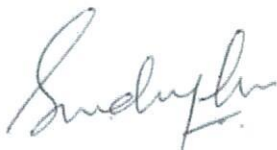
You will use **Confidential Information** only in connection with your assigned activities/project and **WILL KEEP IT CONFIDENTIAL**. "Confidential Information" means all information, in any form, relating to Winglobe and furnished to or obtained by you during your duration of activities, including, without limitation, information about current, former, or prospective customers, budget and other financial data, cost information, discounts, product or service plans and strategies, marketing information, technical data and research, trade secrets, and know-how. Confidential Information does not include information that is generally available to the public.

WINGLOBE is committed to rapidly growing its business in India. We are confident that your contributions will take us further in our journey towards fulfilling this goal.

We are committed to the growth of our valued team members and hope for a long-term commitment from you by becoming a 'Destination organization'.

Looking forward to a long and a mutually beneficial relationship!

For WINGLOBE HEALTHCARE PVT. LTD.



MR. SUNDEEP DAS
CHIEF MARKETING OFFICER



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

Winglobe Healthcare Pvt. Ltd.

Reg. Office:

No. 1783, 2nd Floor, Phoenix House, 19th Main Road,
1st Sector, HSR Layout, Bengaluru - 560 102 KA

Corporate Office:

GR Tower, 3rd Floor, Plot No. L-127, 4th Main Road,
14th Cross, VI Sector, HSR Layout, Bengaluru - 560 102 KA

T: +91 80 356 94730, +91 96671 77664 | E: customercare@winglobe.in

www.winglobe.in

Date: 25th Sep 2023

Dear Nishi Vagrecha,

Sub: Offer Letter

Thank you for exploring career opportunities with **Healthark Wellness Solutions LLP** (referred to as "Healthark Insights" subsequently in the document). You have successfully completed our selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Consultant**. Your salary including all the benefits will be **INR 8,16,031** per annum, as per the terms and conditions set out herein.

Kindly Accept the Offer Letter within one day of receipt of the offer. Also, you are hereby requested to join us starting by **1st May 2024**.

Compensations and benefits:**1. Working Hours**

You will be working from the office (On-Site) for 5 days a week [Monday to Friday full-time]. However, we may occasionally schedule additional sales events, seminars, or meetings during the weekend. The regular working hours will be 10:00 a.m. to 7:00 p.m. All employees will be required to work in shifts and/or extended hours as permitted by law. You may be required to work beyond your existing working hours depending upon the business requirements/exigencies from time to time.

2. Compensation Structure/Salary Benefits

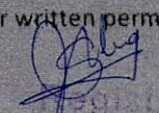
The Compensation structure and salary components are subject to change as per the company's policy from time to time as its sole discretion.

3. Probation Period

We will keep you on a three-month probation period during which we will gauge your performance and upon completion, both the parties will mutually agree if the employment should be made permanent or not.

4. Alternative Occupation/Employment

Either during the period of your probation or during the period of your employment as a confirmed employee of Healthark Insights you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of Healthark Insights.


The Healthark University823, 5th Avenue One, ManikBagh Road, Ambawadi, AhmedabadNear Sardar Vallabhbhai Patel Marg, Healthark Insights Pvt. Ltd.
Near Sardar Airport, Jaipur-302029

5. Confidentiality Agreement

As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of Healthark Insights and its clients.

6. Intellectual Property Rights

That all the intellectual property rights relating to the work done or created by you including all material development, seminars and presentations, designing of marketing material, development of website, lecture notes etc. during the course of this contract with the company solely and exclusively vest with the company in perpetuity and the company shall have the sole and exclusive right to utilize any or all of them. The Intellectual Property in relation to this clause shall also cover the intellectual properties of Company's clients/vendors/contractors/employees etc

7. Notice Period

You will be required to give at least a Three-months notice period failing which you are required to pay an equivalent salary amount as compensation to the company. Furthermore, Healthark Insights reserves the right to ask the candidate to complete your notice period.

8. Submission of Documents

At the time of joining, a photocopy of the following documents should be submitted:

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

We look forward to having you in our team.



Sincerely,
Amol Pandya
HR Manager
Healthark Insights



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

Appendix - I

Components	Amount Per Month (INR)	Amount Per Annum (INR)
A. Fixed		
Basic	20,000	2,40,000
HRA	10,000	1,20,000
Special Allowance	20,000	2,40,000
Retention Bonus *		2,00,000
Total Fixed Compensation **	50,000	8,00,000
C. Other		
Medical Insurance Premium ***		4,487
Gratuity ****		11,544
Total Other Components		16,031
Total Cost to Company (CTC)		8,16,031

* A one-time component of INR 1,00,000 will be disbursed to the employee upon completing the first year with the company, and the remaining INR 1,00,000 will be paid out after the completion of the second year of employment.

** Currently, we do not deduct PF but the same may be deducted in future from the offered CTC when applicable as per Government rules; Tax Deducted at Source (TDS) and / or Professional Tax will be deducted from the offered CTC as per Government rules.

*** Current medical cover is INR 5 lacs with the insurer's terms & conditions. The cost of medical insurance could change depending on Insurance regulations & company's insurance partner

**** Gratuity is payable as per the provisions of the Payment of Gratuity Act 1972

*As discussed, we will be joining for dissertation
on 18th March, 2024.*

Shishu
25/09/23.

[Signature]

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

From: N Satheeshkanna
Sent: 25 September 2023 10:33
To: Anita Thapa
Subject: FW: INFOSYS :: IIHMR | Offers | Final Placements | 2023-24

From: Raveena . <raveena02@infosys.com>
Sent: Friday, September 22, 2023 5:38 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Harshita <harshita09@infosys.com>; Pranjal Dixit <pranjal.dixit01@infosys.com>
Subject: INFOSYS :: IIHMR | Offers | Final Placements | 2023-24

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

Dear Vinod,

The offer details for the selected candidates are given below. Please extend our congratulations to the offered candidates. We look forward to onboarding them soon at Infosys!

S. No.	Candidate Name	Status (Offer/Hold)	Unit	Job Role	CTC (in LPA)
1	Shubham Soni	Offer	LS	Analyst - Business Consulting	8.5
2	Preeti Misal	Offer	LS	Analyst - Business Consulting	8.5
3	Nitisha Nitin Patel	Offer	LS	Analyst - Business Consulting	8.5
4	Diksha Agrawal	Offer	LS	Analyst - Business Consulting	8.5
5	Priyanshu Mehta	Offer	LS	Analyst - Business Consulting	8.5
6	Shriyani Roy	Offer	LS	Analyst - Business Consulting	8.5

Please note:

- These offers are extended subject to the information provided by candidates on their application forms on the day of the selection process. Any intentional or unintentional falsification of this information, if identified at a later stage, may lead to offer cancellation.
- Selected candidates should have no location constraints.
- Please advise all candidates to maintain their final CGPA/percentage marks at par with (or higher than) their CGPA on the day of the selection process, as mentioned in their application forms.
- Work experience for candidates has been considered based on the below factors only, in case at a later stage if any discrepancy is found in the BGV, the same will impact the CTC for the candidates.

All of these 3 things are mandatory for the work experience to be valid:

- Salary must be getting credited in a bank account every month
- Form 16 for the period should be available
- PF account should be there

In response to this mail, request you to share an explicit consent of offer acceptance by all offered candidates with an understanding that these candidates will no longer be a part of any other placement process at your institute.

Would like to sincerely thank you for all the warmth & support extended to us in conducting the event smoothly. We look forward to a long and enduring relationship with your institute.

Regards,
Raveena Khanna


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



**FRESENIUS
MEDICAL CARE**

Date: 7-Dec-2023

PRIVATE AND CONFIDENTIAL

Fresenius Medical Care India Pvt. Ltd,
SAS Tower-B
Ground Floor, Sector - 38
Gurgaon -122001

Dear Novotna,

Sub: Offer Letter

We are pleased to offer you a position of **Territory Sales Executive** in our organization.

Your annual CTC will be as per *Annexure I*.

Your Joining will be on or before **1st April 2024***.

Kindly acknowledge your acceptance by mail or in original.

* Final Date of Joining will be communicated in Feb'24.

* This offer is valid subject to successful background verification by third party appointed by Fresenius.
By accepting this offer I agree for the same.

Thanks/Regards,

Deepak Kumar

Head-Human Resources

Accepted

Novotna

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

Fresenius Medical Care India Private Limited

CIN- U24231DL2006FTC147436

Regd. Office : S-21, Second Floor, Star City, District Centre, Mayur Palace, Mayur Vihar Phase-1, New Delhi-110091 Web: www.freseniusmedicalcare.asia

Corporate Office Gurgaon :
Ground Floor, SAS Tower-A,
The Medicity, Sec-38,
Gurugram-122001
Tel. : 0124 - 6642500
Fax : 0124 - 6642506

Branch Office Mumbai :
Kanakia Wallstreet, B-207/208,
2nd Floor, Andheri - Kurla Road,
Andheri - 400093
Tel. : 022 - 4217 6500
Telefax : 022 - 4217 6501

Branch Office Kolkata :
Unit No. T2-14A, 14th Floor, Millennium City IT Park,
Tower-II, Block-DN, Plot No.62, Salt Lake Sector V,
Bidhan Nagar, Kolkata-700091
Tel. : 033 - 3090 9500
Telefax : 033 - 3090 9506

Branch Office Chennai :
2nd Floor (VTB Center), Old No-4,
New No-7, South Boag Road,
T. Nagar, Chennai - 600 017
Tel. : 044 - 4396 0900
Fax : 044 - 4396 0915



**FRESENIUS
MEDICAL CARE**

Annexure I

Salary Breakup		
Particulars	Monthly Break Up	Annual Break Up
Fixed (A)		
Basic Salary	30000	360000
HRA	15000	180000
Special Allowance	26400	316800
Total (A)	71400	856800
Retirals (B)		
Employer Contribution to EPF	3600	43200
Total (B)	3600	43200
Fixed Compensation (A+B)	75000	900000
Variable (C)		
Target Sales Incentive (at 100% achievement) *	-	250000
Joining Bonus** (D)	-	150000
Total Sum (A+B+C+D)	-	1300000

* Terms as per the sales incentive policy, payout happens quarterly

** a) INR 75,000 payout in the first month salary with claw-back clause of 2 years, i.e. full recovery in case employees leaves the org before completing 2 years

b) INR 75,000 payout after completion of 6 months in the org, with claw-back of 2 years, i.e. full recovery in case employees leaves the org before completing 2.5 years


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

Fresenius Medical Care India Private Limited

CIN- U24231DL2006FTC147436

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 Bidhan Nagar, Kolkata-700091
 Tel. : 033 - 3090 9500
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 New No-7, South Boag Road,
 T. Nagar, Chennai - 600 017
 Tel. : 044 - 4396 0900
 Fax : 044 - 4396 0915



**FRESENIUS
MEDICAL CARE**

Over and above mentioned benefits are also associated.

Mediclaime Benefit- Rs. 4.5 lacs (Individual+Spouse+02 Kids+ Parents)

OPD Benefits-Rs. 5000 (Individual+Spouse+02 Kids)

GPA- Rs. 15 lacs

Gratuity- As per company policy

Company paid mobile and SIM card -Limit as per company policy

Deepak Kumar
Head - Human Resources

Accepted
Novotna

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

Fresenius Medical Care India Private Limited

CIN- U24231DL2006FTC147436

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New No-7, South Boag Road,
T. Nagar, Chennai - 600 017
Tel. : 044 - 4396 0900
Fax : 044 - 4396 0915

DATE: 23-09-2023

Dear Parminder Singh,

Congratulations!!

Further to your internship with our firm, we are happy to extend an offer of employment as **Management Trainee** in our firm.

Ther terms of the offer are as follows: -

1. The position will be located out of Bangalore for the initial 6 months.
2. For the first 3 months of employment, you would be paid a consolidated stipend of Rs 25k/month + Travel expenses as per company policy.
3. Thereafter your compensation will be Rs. 5Lacs/Annum + 2 Lacs variable pay + Travel allowances as per the company policy with designation of **Marketing Executive** in any specialised department of Sales & Marketing
4. You will be posted at **Delhi/Indore/Bangalore**.
5. You will be required to sign a bond to be associated with the organisation for 18 months on your appointment as **Marketing Executive**.

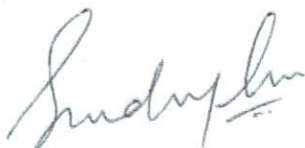
You will use **Confidential Information** only in connection with your assigned activities/project and **WILL KEEP IT CONFIDENTIAL**. "Confidential Information" means all information, in any form, relating to Winglobe and furnished to or obtained by you during your duration of activities, including, without limitation, information about current, former, or prospective customers, budget and other financial data, cost information, discounts, product or service plans and strategies, marketing information, technical data and research, trade secrets, and know-how. Confidential Information does not include information that is generally available to the public.

WINGLOBE is committed to rapidly growing its business in India. We are confident that your contributions will take us further in our journey towards fulfilling this goal.

We are committed to the growth of our valued team members and hope for a long-term commitment from you by becoming a 'Destination organization'.

Looking forward to a long and a mutually beneficial relationship!

For WINGLOBE HEALTHCARE PVT. LTD.



MR. SUNDEEP DAS
CHIEF MARKETING OFFICER



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

Winglobe Healthcare Pvt. Ltd.

Reg. Office:

No. 1783, 2nd Floor, Phoenix House, 19th Main Road,
1st Sector, HSR Layout, Bengaluru - 560 102 KA

Corporate Office:

GR Tower, 3rd Floor, Plot No. L-127, 4th Main Road,
14th Cross, VI Sector, HSR Layout, Bengaluru - 560 102 KA

T: +91 80 356 94730, +91 96671 77664 | E: customercare@winglobe.in

www.winglobe.in

DATE: 23-09-2023

Dear Parminder Singh,

Congratulations!!

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2. For the first 3 months of employment, you would be paid a consolidated stipend of Rs 25k/month + Travel expenses as per company policy.
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4. You will be posted at **Delhi/Indore/Bangalore**.
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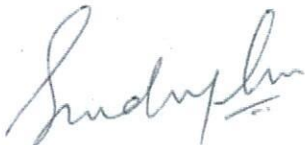
You will use **Confidential Information** only in connection with your assigned activities/project and **WILL KEEP IT CONFIDENTIAL**. "Confidential Information" means all information, in any form, relating to Winglobe and furnished to or obtained by you during your duration of activities, including, without limitation, information about current, former, or prospective customers, budget and other financial data, cost information, discounts, product or service plans and strategies, marketing information, technical data and research, trade secrets, and know-how. Confidential Information does not include information that is generally available to the public.

WINGLOBE is committed to rapidly growing its business in India. We are confident that your contributions will take us further in our journey towards fulfilling this goal.

We are committed to the growth of our valued team members and hope for a long-term commitment from you by becoming a 'Destination organization'.

Looking forward to a long and a mutually beneficial relationship!

For WINGLOBE HEALTHCARE PVT. LTD.



MR. SUNDEEP DAS
CHIEF MARKETING OFFICER



Registrar
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Near Sangner Airport, Jaipur-302029

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14th Cross, VI Sector, HSR Layout, Bengaluru - 560 102 KA

T: +91 80 356 94730, +91 96671 77664 | E: customercare@winglobe.in

www.winglobe.in

Date: 14th June 2024

To,

Mr. Prabhas Ranjan Mohanty
1312, Brahmeswar Patana,
Tankapani Road, Bhubaneswar-751018,
Khordha, Odisha

Subject: Offer of Employment

Dear Mr. Mohanty,

We are pleased to offer you the position of **Management Trainee**, your experience and enthusiasm are highly valued, and we look forward to your contribution to our organization.

Terms of Employment:

- **Designation:** Management Trainee
- **Department:** Sales & Marketing
- **Reporting To:** Regional Sales Manager
- **Date of Joining:** 15th July 2024
- **Annual CTC:** ₹4,20,000/- (Rupees Four Lakhs Twenty Thousand Only)
 - Monthly Gross: ₹35,000/-
 - Statutory deductions shall be as per applicable laws.
- **Probation Period:** 6 months from the date of joining

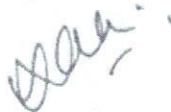
This offer is contingent upon the successful completion of your background verification and submission of necessary documents.

Please confirm your acceptance by signing and returning a copy of this letter by **20th June 2024**.

We look forward to welcoming you to Romsons Scientific & Surgical Industries Pvt. Ltd. and are confident you will play a key role in our continued growth.

Warm regards,

For Romsons Scientific & Surgical Industries Pvt. Ltd.


Yashpal Singh Chahar
Manager- HR


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

PROVISIONAL OFFER LETTER

10, Jan, 2024

Dear Pranshu Chauhan,

We are pleased to inform you on behalf of India Medtronic that you have been selected for the role of Sales Person under NAPS program for a Monthly of INR 25000 /-

NAPS letter will be issued & shared soon prior to the date of joining.

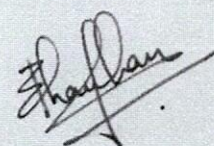
Please confirm your acceptance of this offer by signing and reverting the signed copy.

Looking forward to welcome you on board.

Best Regards,

Authorized Signatory

Eduvantage Pvt.Ltd.



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

Eduvantage Pvt. Ltd.
1107, 1108 and 1109, Hemkunt Chambers,
Nehru Place, New Delhi, India
Ph.: +91-11 40541330
E-mail: admin@eduvantage.in



Interview schedule II Opportunity with Medtronic II Jaipur II IIHMR University II

From Shah, Hridhu <hridhu.a.shah@medtronic.com>
Date Tue 12/5/2023 12:57 PM
To Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Placements <placements@iihmr.edu.in>
Cc Sonali.Sahoo <Sonali.Sahoo@hirepro.in>; 'Abhay Chivikar (HirePro)' <abhay.chivikar@hirepro.in>; Singh, Swati <swati.singh@medtronic.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>

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Dear Vinod,

Greetings..!!

Hope you are doing good!

PFB Table of Candidate who got selected as Apprentice with Medtronic.

The Onboarding date will be 15th January 2024. Request you to share Candidates alignment on Priority.

S#	Location	Candidate Id	Candidate Name	Primary Email	Mobile	Gender	Final branch	Final College
1	Jaipur	10937215	Pranshu Chauhan	pranshu.pm14@iihmr.in	9131677305	Female	Pharmacy	IIHMR Jaipur - Indian Institute of Health Management Research - Jaipur

Post successful completion of apprentice, CTC offered will be – 5 Lacs per annum.

Hridhu Shah
Talent Acquisition | Human Resource

Medtronic
4th Floor, Tower A & B, SAS Tower| Medanta the Medicity Complex | Sector 38| Gurugram, Haryana, 122001 | India
Mob No: 9742170759
hridhu.a.shah@medtronic.com
[medtronic.com](https://www.medtronic.com) | [Facebook](#) | [LinkedIn](#) | [Twitter](#) | [YouTube](#)

Medtronic
Engineering the extraordinary

From: Shah, Hridhu
Sent: Saturday, December 2, 2023 2:57 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Placements <placements@iihmr.edu.in>
Cc: Sonali.Sahoo <Sonali.Sahoo@hirepro.in>; 'Abhay Chivikar (HirePro)' <abhay.chivikar@hirepro.in>; Singh, Swati <swati.singh@medtronic.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: Interview schedule II Opportunity with Medtronic II Jaipur II IIHMR University II

Dear Placement Team,

Greetings..!!

PFB Candidates who got shortlisted for Interviews.

PFA of the JD, Kindly request the candidates to go through the JD and about Medtronic before the interview.

Interview Invitation will be shared with the candidates by Today EOD. Request you to coordinate and communicate with the candidates.

Candidate Name	Date Of Birth	Primary Email	Mobile	Gender	Bachelor Degree	Bachelor branch	
Manvi Siddhu	17 Aug 1999	manvi.pm14@iihmr.in	7617528889	Female	B.Pharma	Pharmacy	BV Vanastha
Diya Raj	20 Dec 2000	diya.pm14@iihmr.in	8954107173	Female	B.Pharma	Pharmacy	BV Vanastha
Pranshu Chauhan	06 Jan 1998	pranshu.pm14@iihmr.in	9131677305	Female	B.Pharma	Pharmacy	RGPV Bhopal - Rajiv C
Vishal Tomer	27 Oct 1999	vishaltomer.pm14@iihmr.in	7223880160	Male	B.Pharma	Pharmacy	SIRTS -P Bhopal - Sagar Institute
Abhishek Rewaskar	18 Feb 2001	abhishek.pm14@iihmr.in	9589189750	Male	B.Pharma	Pharmacy	Modern Institu
Saurabh Karlekar	01 Jul 1999	saurabh.pm14@iihmr.in	9579594656	Male	B.Pharma	Pharmacy	Nande

Hridhu Shah
Talent Acquisition | Human Resource

Medtronic
4th Floor, Tower A & B, SAS Tower| Medanta the Medicity Complex | Sector 38| Gurugram, Haryana, 122001 | India
Mob No: 9742170759
hridhu.a.shah@medtronic.com
[medtronic.com](https://www.medtronic.com) | [Facebook](#) | [LinkedIn](#) | [Twitter](#) | [YouTube](#)

Medtronic
Engineering the extraordinary


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

MAC/TRAINEE/DIR/2024

18/06/2024

To,
Mr PRIYANSHU RAI
MANAGEMENT TRAINEE
DOMESTIC BUSINESS
CORPORATE OFFICE
H034993

Dear Mr PRIYANSHU RAI

Further to our offer letter dated 15/05/2024, we are pleased to appoint you to the position of MANAGEMENT TRAINEE in our DOMESTIC BUSINESS Department - CORPORATE OFFICE. The terms and conditions of this offer of Trainee appointment are as under:

1. Your training period will be for 9 months from the date of your joining i.e. 18/06/2024
2. You will be paid a salary of Rs.45834/- (FORTY-FIVE THOUSAND EIGHT HUNDRED THIRTY-FOUR ONLY) per month during the period you are retained for training.
3. On completion of your successful training period, your performance will be assessed and if found suitable, your trainee appointment letter will be regularized and you will be taken on probation basis for a period of six/ three months.
4. In case your work is found unsatisfactory during the period of training, this period may be extended at the discretion of the company to enable you to achieve the expected standard of performance or at the end of training period, subject to availability of vacant post, you will be either regularized in the service of the company or if your performance is not upto the expected standard, your trainee services will be terminated.
5. During the period of training, your services can be terminated without any notice or notice pay in lieu of notice without assigning any reason. In such cases management's decision will be final binding.
6. Your trainee services are liable to be transferred either part time or whole time to any other department or sister concern of the company without payment of extra salary.
7. You shall observe whole rules of discipline and decorum prevalent in the company.
8. You will not be entitled to any type of paid leave during training period.
9. That all disputes and differences are to be inquired and to be dealt with and are to be settled at Mumbai. And that the courts, tribunals and/or authorities at Mumbai only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this appointment.



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

Signature valid

Digitally signed by SAIDUTTA PRUSINGHA NATH NANDA
Date: 2024.06.18 18:50:55 +05:30

MACLEODS
PHARMACEUTICALS
LIMITED

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

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



January 6, 2024
Mr. Purnendra Sahu
House No.25,
School Para Tulsi Baradera,
P/O Mandir Hasod,
Arang,
Raipur,
Chhattisgarh - 492101

Subject: Offer Letter

Dear Purnendra Sahu,

With reference to the interview you had with us, as mutually agreed, we are pleased to offer you the post Of **Management Trainee at FM1 Grade** with your local title being **Product Specialist**. You will be based at **Raipur**.

You shall be paid fixed remuneration of **Rs 5,00,000/-** per annum inclusive of Provident Fund and Gratuity given to employees as per rules.

You are requested to join the Company on or before **15th January 2024**.

The Appointment letter will be given to you on your joining the Company. Your appointment is subject to following:

- Submission of your medical fitness certificate on joining duties.
- Reference check.
- No Criminal records.
- Validation of all above documents.

Please acknowledge this offer by sending an email to harshmandavkar@lupindigitalhealth.com on or before 10th January 2024 confirming your acceptance and sign-out from the placement process.

Wishing you all the very best.

Yours truly,
For Lupin Digital Health Limited

Sidharth Srinivasan
CEO- Lupin Digital Health Limited

Encl.: Compensation & Benefits Program

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

Lupin Digital Health Limited
Registered Office

Kalpaturu Inspire, 3rd Floor, Off. Western Express Highway, Santacruz (E), Mumbai - 400055
Phone • +91 22 66402547 | Email • hello@lupindigitalhealth.com | Website • www.lupindigitalhealth.com

COMPENSATION & BENEFITS PROGRAM

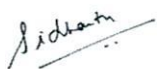
Name	Purnendra Sahu
Grade	FM1
Designation	Management Trainee
Location	Raipur

Grade	FM1	
Designation	Management Trainee	
	PM (Rs)	PA (Rs)
Basic	17,000	2,04,000
House Rent Allowance	6,800	81,600
Adhoc Allowance	13,809	1,65,708
Education Allowance	200	2,400
Gross Monthly	37,809	4,53,708
Leave Travel Assistance		12,000
Annual Allowances		12,000
Provident Fund (12%) Of Basic		24,480
Gratuity (4.81%) Of Basic		9,812
Total Retirals		34,292
Total Fixed CTC		5,00,000
Allowances		1,20,000
Incentives Up To (Performance Based)		~2,50,000
Total		8,70,000

1. In-addition to the above, you will be covered under the following Schemes as per Company Policy:

- A. Medclaim: This Policy covers self, spouse, two children and dependent parents, subject to a limit of Rs.2,00,000/-.
- B. Group Accident Insurance: The Insurance coverage for your grade is Rs.10,00,000/-.
- C. Group Term Life Insurance: The Insurance coverage for your grade is Rs.30,00,000/-.

2. All payments are subject to the provisions of Income Tax Act.



Sidharth Srinivasan
CEO- Lupin Digital Health Limited
January 6, 2024


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

Lupin Digital Health Limited
Registered Office

Kalpaturu Inspire, 3rd Floor, Off. Western Express Highway, Santacruz (E), Mumbai – 400055
Phone • +91 22 66402547 | **Email** • hello@lupindigitalhealth.com | **Website** • www.lupindigitalhealth.com

From: Rakesh Mandal <rakesh.pm14@iihmr.in>
Sent on: Wednesday, January 3, 2024 12:27:55 PM
To: Placements <placements@iihmr.edu.in>
CC: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Subject: Fw: Offer Letter for the position of Business Development Executive (BDE)
Attachments: Employee-Benefits-3 (2).pdf (1.92 MB)

From: Kashyap, Anuradha <anuradhakashyap@hidoc.co>
Sent: 03 January 2024 17:37
To: Rakesh Mandal <rakesh.pm14@iihmr.in>
Cc: Varun Gadia <varun@hidoc.co>
Subject: Offer Letter for the position of Business Development Executive (BDE)

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 Rakesh,
Greetings from Infedis Infotech LLP,

Congratulations on the successful completion of various rounds of interviews and evaluation of Infedis Infotech LLP. We are glad to offer you the position of **Business Development Executive (BDE)** at Infedis Infotech LLP.

The salary structure that we offer to an individual is based on the interviewer's assessment results, relevant work experience, academic background, and importantly looking at growth potential based on the above factors, We are glad to offer you the below compensation.

Kindly note that your probation period will be **6 months** to evaluate your candidature and put you in the permanent role.

Your date of joining at Infedis Infotech LLP would be considered your joining from **8th Jan 2024**

Name: Rakesh Mandal
Designation: Business Development Executive (BDE)
Annual Salary: 5,40,000 CTC
Working days: Monday to Saturday | Work From Home
Work Timings: 10 am to 7pm with one hour lunch break from 2 pm to 3pm.


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The complete roles and responsibilities will be shared with you after joining.

List of documents that needs to submit at the time of joining :

1. Passport Size Photograph
2. Photocopies of 10th, 12th, and graduation mark sheet and degree certificate



HEXAGON NUTRITION LIMITED

Nutritionally Yours...

(Formerly known as Hexagon Nutrition Private Limited)

Date: 07th February 2024

To,
Mr. Ritik Singh
S/O Ajay Kumar Singh,
M - 290 Jamashila Bina,
Bina, Bhisur,
Sonbhadra,
Uttar Pradesh - 231220.

OFFER LETTER

Dear Mr. Ritik,

We are pleased to inform that you have been offered the position of **Management Trainee - Sales** in our organisation and as of now you will be posted at **Bangalore** headquarter in our Healthcare Division. Your Services are transferrable anywhere in India.

Your date of joining will be on or before **15th February 2024** failing which this offer will be treated as cancelled. You will be on probation period for 6 months from the date of joining & your subsequent continuation will be subject to your successful completion of your probation period. A detailed appointment letter will be issued to you after joining as per the above details.

On joining, kindly fill the **Joining Report** and submit the same duly completed to your immediate superior with CC to HR Department (jonathan.p@hexagonnutrition.com) & Sales Admin Department (sales.admin@hexagonnutrition.com) within 24 hours of your joining. You are also required to submit your resignation letter and relieving with the above.

Wishing you all the best!!!

Yours Sincerely

For,
Hexagon Nutrition Ltd

Monica Monteiro
Ms. Monica Monteiro
Manager - Human Resource

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

CIN:- U24110MH1993PLC072189

404 Global Chamber, Adarsh Nagar, Link Road,
Andheri (W), Mumbai (Maharashtra) - 400053 - INDIA.
Tel. No.: +91-22-62136710/711
Website : www.hexagonnutrition.com
Email ID: enquiry@hexagonnutrition.com



FSSC 22000





HEXAGON NUTRITION LIMITED

Recruitment of Management Trainee - Sales

- **Position – Management Trainee – Sales (Full time role)**
- **Industry – Nutraceutical.**
- **Education & Salary Eligibility.**

M.B.A pass out – 4.0 lacs per annum + 1.0 lacs retention bonus + Daily Allowances per month + Incentives.

➤ **Job Specification:**

- Proficiency and fluency in English (read/write/speak).
- Business understanding - primary, secondary, top line, bottom line, product incentives, DCR, portal access, KOL, Dr List, Stock statements, productivity, expiry.
- Presentation and negotiation skills, influencing skills

➤ **Job Description:**

- Responsible to achieve primary and secondary sales targets for the assigned Headquarter
- Selling the company's product to doctors, pharmacists, and other relevant healthcare professionals.
- Scheduling appointments with doctors, pharmacists, and other healthcare professionals to promote company medications
- To ensure timely execution of marketing inputs and strategies.
- Meeting Stockists/Chemist and make the products available.
- To ensure timely updation of doctor and KOL list.
- To ensure timely liquidation of products to avoid the expiry in the Headquarter

Note :-

- 1. This is field job and requires travelling.**
- 2. Candidates holding 2-wheeler licence and having their own bike/scooty shall only apply.**


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Near Sanganeer Airport, Jaipur-302029

FIBROHEALTM
WOUNDCARE PRIVATE LIMITED

REF FWPL/HRD/APP/2023-24

1st August 2008
Bangalore

To

Mr. Rohit Kanlal Septa
35, Dalpura,
Rajgarh, Dist - Dhar,
Madhya Pradesh 454116

Dear Rohit

Subject: Offer letter

With reference to your application for employment in our Company and the subsequent interview you had with us, we are Pleased to offer you the role of "Management Trainee" in Bangalore with our Company.

We will be offering you a CTC of Rs. 5,00,000/-p.a. (4,00,000 fixed and Rs 100,000 variable based on performance) subject to statutory deductions. You will also be eligible for special financial rewards at the discretion of the management. A detailed appointment letter will be issued along with terms and conditions on the date of joining.

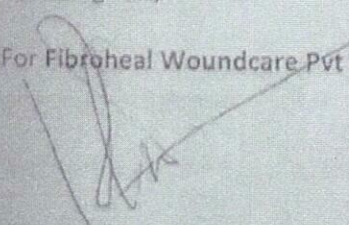
You will be on probation for a period of six months. You will be required to join the organization on 12 Aug 2024, after which the letter shall be null & void.

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the documents or certificates given by you as proof of the above we retain the right to review our offer of employment.

If the above proposal is acceptable to you, please revert by email confirming the date of joining.

Thanking You,

For Fibroheal Woundcare Pvt Ltd.,


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

Anita Thapa

From: Soniya Yadav <soniya.yadav@beminimalist.co>
Sent: 30 May 2024 15:07
To: Vinod Tejawani
Cc: Mansi Shreshtha; Anita Thapa; N Satheeshkanna
Subject: Re: Campus Hiring | Minimalist

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Hi Vinod,

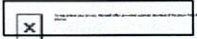
We have shortlisted **Rohit Khuje** for **Mumbai** Location at **4.5 LPA with extra** performance linked incentives and Daily allowances.

We will be releasing his offer letter by EOD .

Thanks again Vinod for support and coordination throughout the recruitment process

Thanks and Regards,

Soniya Yadav



On Wed, 29 May 2024 at 11:47, Vinod Tejawani <vinodtejawani@iihmr.edu.in> wrote:

Dear Ms. Mansi,

Meetings from IIHMR University Jaipur!

As desired, please find attached the Video along with Pan Card and Adhar Card of **Rohit Khuje**.

Please do let us know the way forward.

With Regards,


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

IIHMR UNIVERSITY

Vinod Tejawani

Dean- Placements & Alumni Relations



A: IIHMR University | 1, Prabhu Dayal Marg,

Near Sanganer Airport, Jaipur – 302029

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

M: +91 9891393008, 9929754987

P: +91 141 3924700 (213)

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

From: Mansi Shreshtha <mansi.shreshtha@bemminimalist.co>

Sent: Tuesday, May 28, 2024 4:23 PM

To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>

Cc: Soniya Yadav <soniya.yadav@bemminimalist.co>; Anita Thapa <anitathapa@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

Subject: Re: Campus Hiring | Minimalist

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Hi Team,

As the last part of the hiring process, please ask **Rohit Khuje** to share 1-2 mins Introduction Video in the below mentioned format.

The Introduction Video can contain following points:

- Introduction: Briefly introduce yourself, including native place, educational background, family etc
- Professional Background: Share a concise overview of your professional background. Highlight key roles, experiences, and achievements.
- Why You're Interested: Explain why you're interested in the position and the company. Highlight what excites you about the role.

Also, Please share your **Aadhar card** and **Pan card**

On Mon, 27 May 2024 at 17:57, Vinod Tejwani <vinodtejwani@iihmr.edu.in> wrote:

Dear Ms. Mansi,


Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029 2

Phone: 91-22-6676 2800
Fax: 91-22-2992 6599
Email: customer-care@macleodspharma.com
Website: www.macleodspharma.com
CIN: U52396MH1989PLC052049

Anita Thapa

From: Vinod Teiwani
Sent: 29 November 2023 10:36
To: Meenakshi Baiswar; Anita Thapa
Cc: Suman Rituraj; N Satheeshkanna
Subject: RE: CAMPUS RECRUITMENT FOR THE SESSION 2023-2024

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Ms. Meenakshi,

Greetings for the Day!

Thanks a lot for the revert and sharing the requirements .

@Anita Thapa Please share the details with students on priority.

With Regards,



Vinod Teiwani
Dean- Placements & Alumni Relations

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

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

M: +91 9891393008, 9929754987

P: +91 141 3924700 (213)

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From: Meenakshi Baiswar
Sent: Tuesday, November 28, 2023 5:51 PM
To: Vinod Teiwani
Cc: Suman Rituraj
Subject: CAMPUS RECRUITMENT FOR THE SESSION 2023-2024

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

Dear Vinod ji / Suman ji,

Greetings from Macleods Pharmaceuticals!

We have hired students from your Esteemed Institute In past few years and continuing the trend , we look forward to hire fresh talent this year.

Please find Company details for your perusal.

Request to share list and profiles of the students who are interested in the role.

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We look forward to visit the Campus as soon as we get confirmation about the number of students interested for the role.

About Macleods Pharmaceutical Limited

Macleods is an established name in Indian Pharmaceutical market. With its diversified product portfolio, Macleods has gained leadership in various therapeutic segments. Today Macleods features amongst Top 10 companies in India and is recognized as one of the fastest growing companies.

Macleods has forayed into high growth potential segments like Cardiovascular, Diabetes, Orthopedics, Gynecology, Respiratory and Oncology. Macleods business has witnessed exemplary growth over the past few years growing ahead of the Indian Pharma Market as well as International market. The company has focused on gaining markets while maintaining its dominant position in Anti-TB and Anti-infective segments.

Vision

Our vision is to become a leading global pharmaceutical company by providing high quality, affordable and innovative therapeutic solutions for patients with diverse medical needs

Infrastructure

Macleods has facility to manufacture Tablets (dispersible, bi-layered, coated, uncoated, enteric coated), Hard gelatin capsules, Soft gelatin capsules, Dry powder injections, Dry syrups, Granules and Liquid Orals.

Macleods products are manufactured in facilities approved by international regulatory agencies including USFDA, UK-MHRA, WHO-Geneva, MCC South Africa, MOH - Saudi Arabia, MOH- UAE, MOH- Belarus, MOH- Ukraine, INVIMA- Colombia, National Drugs Authority (NDA) Uganda, Food and Drugs Board, Kenya; Pharmacy Board, Tanzania FDA, etc.

Our Drug manufacturing plants are at Indore, Baddi, Daman, Sikkim and has API manufacturing facility at Dahej & Sarigam in Gujarat, which is also approved by USFDA & WHO-Geneva, details as follows:

Research & Development facilities

Approved by the Department of Scientific and Industrial Research, Government of India, it facilitates the development and quality up-gradation of safe and efficacious formulations. With a team of over 1000+ researchers, scientists, IP and legal experts, we have thus far successfully filed a number of dossiers and approvals across markets in Europe, Malaysia, USA, South Africa, Brazil, etc

API Development

Involved in the development of active pharmaceutical ingredients, this division handles multi-step chemical synthesis involving varied reaction types including the use of chiral substrates.

Our scientists comply with legal and regulatory requirements while working towards making the APIs scalable and cost-effective.

We are looking for

Management Trainees for our Product Management Team based at Andheri, Mumbai.

Job description:

1. To study current market trends, do data analysis and play a role in lifecycle management of pharmaceutical products.
2. Develop and refine strategies including identifying target markets and product positioning, branding and differentiation.
3. Coordination with the Sales team, guide them, define product roadmaps and achieve business objectives.
4. Work in close collaboration with the sales team and in synchronisation with goals of the company.
5. Excellent communication and analytical skills.

For B.Pharm + MBA:

Details	
Joining Designation & CTC(p.a)	Management Trainee, CTC – 5.5 L
Probation Period	9 months, After completion of 9 months, Designation is revised to Product Executive, CTC is revised to 6.49 L
Confirmed Designation & CTC(p.a)	Product Executive, CTC – 6.817 L

The candidate has to sign 2 year bond on Joining the Organisation.

Thanks & Regards,
MEENAKSHI BAISWAR
HUMAN RESOURCE

 02267695800 Extn. 453

 +91-9136631117



MACLEODS PHARMACEUTICALS LIMITED
A WING, 501, 502, 503, EVEREST GRANDE,
SHANTINAGAR, MAHAKALI CAVES
RD, ANDHERI (E), MUMBAI 400093


Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sangar 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

January 02, 2024

Mr.Saahit Divakar Adapa

T/1 103 Cidco Colony

Opp. Dalal Tower

Boisar-401501

Maharashtra

Mobile No: 9763365973

Dear Mr.Saahit Divakar Adapa,

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



box SIGN 166VZ89K-178C7798



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

Page 1 of 2

Name: Saahit Divakar Adapa

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 **April 01, 2024**, 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.

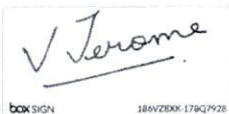
Please feel free to contact Mr. Adnaan, Contact No. 9985237629 , Email ID: adnaan.mohammed@msnlabs.com for further clarifications, if any.

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



box SIGN 184V280K-179Q7928

Jerome Vincent
Deputy DGM-Human Resources

Page 2 of 2



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

January 02, 2024

Annexure-I

Mr.Saahit Divakar Adapa

Designation: Management Trainee

Grade: GT3

Department: Sales & Marketing - Domestic

TOTAL COST TO COMPANY

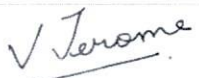
All figures in INR

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 Medclaim Policy (Self & Dependents - Spouse, Parents and 2 Children)

For MSN Laboratories Private Limited


box SIGN 180VZBK 17807928

Jerome Vincent

Deputy DGM-Human Resources



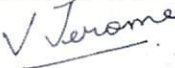
Registrar
The IHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

Name: Saahit Divakar Adapa

Annexure- II

TERMS & CONDITIONS OF THE EMPLOYMENT

1. The effective date of joining shall not be later than **April 01, 2024**, 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 13, 2000**, 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.


V. Jerome
166VZ00K-178427928


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

Name: Saahit Divakar Adapa

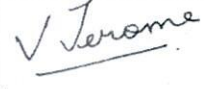
8. Changes in your compensation are discretionary and will be subject to the overall performance of the Company, your individual effective performance and policies of the Company. You shall keep details of your salary and employment benefits strictly confidential within and outside the Company.
9. You 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.


box SIGN 10662896-17637728


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Name: Saahit Divakar Adapa

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.


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Acknowledgement for the Acceptance of the Offer and Appointment Letter

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

I shall report for duty on _____

Signature:


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Near Sanganer Airport, Jaipur-302029

EMPLOYMENT AGREEMENT**BY AND BETWEEN****(COMPANY)****AND****(EMPLOYEE)**

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Near Sanganer Airport, Jaipur-302029

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ANNEXURE 1: Scope of Services

ANNEXURE 2: Compensation Schedule


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JAIPUR MOLECULAR LAB

EMPLOYMENT AGREEMENT

This **Employment Agreement** (from now on referred to as this "Agreement") is made on this **14/02/2024**:

BY AND BETWEEN:

JAIPUR MOLECULAR LAB, a Partnership firm incorporated under the provisions of the Partnership Act and having its registered office at 72/02 Shipra Path , Mansarovar, Jaipur 302020, Rajasthan, India, (hereinafter referred to as the "**JML**", which expression shall, unless repugnant to the context or meaning thereof, be deemed to mean and include its successors in interest, administrators and permitted assigns), of the FIRST PART and

Mr Sagar Chandrakant Tapase, a citizen of India and presently residing at Kachore Layout, Nalwadi, Wardha - 442001, (from now on referred to as the "**Employee**").

WHEREAS:

1. JML is in the business of Molecular testing.
2. JML, in the course of its business, has acquired or may acquire confidential property, information, and trade secrets, made or will make discoveries and improvements or developments, which it desires to keep confidential.
3. JML undertakes several assignments on behalf of clients that involve the development of Intellectual Property (as defined hereinafter) and which also entail confidentiality obligations. JML must respect the Intellectual Property and confidentiality obligations of its clients and therefore, in turn, the employees are also expected to respect the same.
4. JML wishes to safeguard its goodwill, business and proprietary information to which the Employee may have access.
5. JML desires to engage the Employee on the terms and conditions outlined in this Agreement.

NOW, THEREFORE, in consideration of the mutual promises set forth herein, JML and the Employee at this moment agree as follows:

1. DEFINITIONS AND INTERPRETATION

In this Agreement, unless the context otherwise requires:

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1.1 "**Agreement**" means this Agreement including any Annexures and Schedules attached to this Agreement and as may be amended and modified from time to time.

1.2 "**Business**" means Molecular testing.

1.3 "**Compensation Letter**" means the letter issued by JML to the Employee setting out the details and manner of the compensation, as amended from time to time.

1.4 "**Competitor**" means and includes all such Persons (as defined hereinafter) whether domestic or foreign, which carry on or which are likely to carry on similar Business.

1.5 "**Confidential Information**" includes but is not limited to information which is or fairly be considered to be of a confidential nature, which is obtained whether (without limitation) in graphic, written, electronic or machine readable form or orally, by the Employee; and whether or not the information is expressly stated to be confidential or marked as such, in writing, and also includes all Intellectual Property, but is not limited to:

1.5.1 Information of value or significance to JML or its competitors (present or potential) such as: Customer data, in particular, names, addresses, sales figures and sales conditions of JML and its clients.

1.5.1.1 Distribution data, in particular, names, addresses, sales figures and sales conditions of distributors, agents and licensees of JML.

1.5.1.2 Manufacturing data, in particular, procurement and manufacturing procedures, the fees, discounts, commissions and other credits relating to the software.

1.5.1.3 Supplier's data, in particular, names, addresses, sales figures, and sales condition of suppliers of software and hardware to JML, whether in India or abroad.

1.5.1.4 Business data, particularly data relating to new products, promotion campaigns, distribution strategies, license agreements and joint ventures in which the Company is involved.

1.5.1.5 Software data, particularly information relating to the software and the modules thereof as well as any devices designed by JML to prevent unauthorized copying.

1.5.1.6 Research and development data, particularly information relating to the software and hardware developments of JML.

1.5.1.7 Financial data, in particular, concerning budgets, the fees and revenue calculations, sales figures, financial statements, profit expectations and inventories of JML.

1.5.2 Original information supplied by JML;

1.5.3 Information not known to competitors of JML nor intended by the

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Company for general dissemination, including but not limited to, policies, strategies, the identity of various product-suppliers or service-providers, billing schedules, needs of its clients, information as to the profitability of specific accounts, and information about JML itself and its executives, officers, directors and employees;

1.5.4 Any business or technical information relating to JML, including but not limited to financial information, equipment, documentation, strategies, marketing plans, prospective leads or target accounts, pricing information, information relating to existing, previous and potential customers and contracts disclosed by JML to the Employee;

1.5.5 Any copies of the above-mentioned information; but do not include:

- a) That which is in the public domain other than by the Employee's breach, of this The agreement, or of any other confidentiality agreement;
- b) that which was previously known as established by written records of the Employee prior to receipt from JML;
- c) that which was lawfully obtained by the Employee from a third Party; and
- d) that which was developed independently by the Employee who had no access to the Confidential Information provided by JML.

1.6 "**Intellectual Property**" includes:

1.6.1 all patents, trademarks, business processes, domain names, works of authorship, designs, utility models, copyrights whether registered or unregistered, which are owned by JML or acquired or developed by the Company in the course of its business, including, but not limited to moral rights and any similar rights in any country, whether negotiable or not and also includes any applications for any of the preceding and the right to apply for them in any part of the world; and

1.6.2 all processes, inventions, ideas, programs, codes, software, algorithms, discoveries, correspondence, trade secrets, databases, know-how, creations or improvements upon, additions or any research effort relating to any of the above, whether registrable or not.

1.7 "**Person**" means an individual, corporation, partnership, limited liability company, association, trust or other entity or organization, including a government or the political subdivision or an agency or instrumentality thereof

1.8 "**Property**" includes, but is not limited to the following:

1.8.1 internal memoranda, computer equipment (including software), training materials, rules, books, and all other like property, including all copies, duplications, replications, and derivatives of such property

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1.8.2 any residential accommodation, furniture, fixtures, fittings and furnishings, communication equipment, automobile and all other items; and

1.8.3 any tangible expression of Confidential Information, including, without limitation, photographs, plans, notes, renderings, journals, notebooks, computer programs and samples relating thereto.

1.9 "**Rules**" means JML's manual, which lays down the policies, procedures, rules etc. in connection with the day-to-day operations of the Company, the behavior of its employees, the overall management of the Company and its clients/customers, as amended from time to time by the Company.

1.10 "**Termination Date**" means the date on which the employment of the Employee is ended and which shall in the case of termination by JML be effective from the date on which the Notice Period (as defined hereinafter), if any, is over and in the case of termination by the Employee, be effective from the date on which Notice period is over or, in the event the Notice Period is waived under **Section 8.3**, the date of which JML permits the Employee to leave service

1.11 Unless the context otherwise requires, (a) words importing one gender include the other gender; (b) words importing the singular include the plural and vice versa; (c) any reference to a statutory provision shall be deemed to include a reference to any statutory modification or re-enactment; (d) the Section headings do not form part of this Agreement and shall not be taken into account in its construction or interpretation and (e) any reference to the Employee shall, if appropriate, include his personal representatives

2. EMPLOYMENT

2.1 JML hereby employs the Employee, upon the terms and conditions set forth in this Agreement and in the Rules of JML.

2.2 JML can transfer the Employee to any other office of JML in India or overseas or to any associate or subsidiary of JML, at the discretion of JML. In such case, the Employee shall also be bound by any policy of JML, in existence at the date of this Agreement or that may be subsequently framed by JML.

2.3 The Employee shall perform such duties and obligations as may from time to time be assigned to him by JML. **Annexure 1** hereto describes the scope of services of the Employee). During the term of the Agreement, the Employee shall be bound by the Agreement, the Rules of JML and other documents of JML, as amended from time to time

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3. NON-COMPETITION AND NON-SOLICITATION

3.1 During the term of the employment with JML and for a period of one (1) year following the Termination Date in case of Competitors world wide, the Employee shall not, directly or indirectly, either as an individual on his 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)

3.1.1 own or operate in India a business in competition with the business of the Company;

3.1.2 solicit the employment of or advise any other employee of JML to terminate his contract or relationship with JML or accept any contract (directly or indirectly) or another arrangement for providing services to any other person or organization; or

3.1.3 contact any of the existing or prospective clients of JML, to entice such clients away from JML or to damage in any way their business relationship with JML.

3.2 JML may, however, relieve the Employee, from complying with the provisions of this Section in whole or in part.

4. CONFIDENTIALITY

4.1 The Employee shall not disclose, any time, to any Person or Competitor who is not employed, part of or associated with JML; or use for any purpose that is not within the scope of his services, any Confidential Information, except in accordance with any written exception made by JML

4.2 Notwithstanding the aforesaid provisions of this Section, the Employee may disclose Confidential Information were compelled to do so, by any government, judicial or quasi-judicial authority;

Provided however, that the Employee shall in such a case give JML reasonable notice of any prospective disclosure and shall assist JML in obtaining an exemption or protective order preventing such disclosure.

5. INTELLECTUAL PROPERTY

5.1 All Intellectual Property conceived (whether during regular business hours or not), discovered, or made by Employee during the course of his

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employment with the Company, and other ideas, techniques or principles related to the business of the Company, shall be promptly disclosed in writing to JML.

5.2 All rights in the Intellectual Property shall belong to JML immediately upon the formation of such rights, whether or not the final work / mark / invention in which the Intellectual Property vests is formed or completed, for the full term of each and every such right, including renewal or extension of any such term. The Employee shall perform all acts, including execution of documents and assistance in legal proceedings that are necessary to defend or establish the rights of the Company in the Intellectual Property in any country.

5.3 The Employee irrevocably assigns to JML, the Intellectual Property in all works developed during the course of his employment, free from encumbrances of any kind.

5.4 The Employee explicitly waives all moral rights in any of the works developed for JML during the course of his employment with JML

5.5 The Employee represents and warrants that he has not violated the Intellectual Property rights of any Person and covenants that he shall not violate the Intellectual Property rights of any person in the course of his employment with JML

Provided that in the event JML is held liable for the violation of any Intellectual Property rights by the Employee, the Employee undertakes to indemnify JML against any and all losses, liabilities, claims, actions, costs, and expenses, including reasonable attorney's fees and court fees resulting therefrom.

6. TERM

Subject to the provisions of termination as from now on provided, the term of this Agreement shall begin on **01/04/2024** and shall continue until terminated by either Party following either **Section 8** or **Section 2** hereof. The obligations of the Employee under this Agreement will survive both the execution of this Agreement and the Termination Date.

7. COMPENSATION

JML shall compensate the Employee as per the Compensation Letter attached hereto as **Annexure 2** (as revised from time to time) for the services of the Employee by this Agreement. 10% of the monthly remuneration will be accrued as security over 24 months as a service bond, which will be returned to the employee at the end of 24 months.

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8. TERMINATION OF EMPLOYMENT

8.1 JML may terminate the Employee's employment with JML under this Agreement, with immediate effect, in the event of misconduct, or fraudulent, dishonest or undisciplined conduct of the Employee, or insolvency or conviction of the Employee for any offense involving moral turpitude, or breach of any terms of this Agreement or Rules of JML or other documents or directions of the A company by the Employee, or any unauthorized absence of the Employee from the place of work for more than seven (7) consecutive working days, or closure of the business of JML, or redundancy of the post of the Employee in the Company.

8.2 Notwithstanding anything mentioned in this Agreement, JML may, by giving reasonable cause, terminate the Employee's employment under this Agreement upon written notice to the Employee, following the provisions of this Section:

8.2.1 The termination would be effective after thirty (30) days from the date of the receipt (by the Employee) of such notice (from now on referred to as the "**Notice Period**"). Alternatively, JML may terminate the Employee's employment with immediate effect, upon giving the Employee one (1) months' salary in lieu of notice or pro-rated salary for the balance Notice Period in case the Employee has been permitted to work during the Notice Period

8.2.2 If the Employee has been in continuous employment with JML for a period of not less than one year, JML may at its sole discretion, give the Employee a service compensation amounting to fifteen days average salary for each year of continuous employment

8.2.3 If the employee is on probation, the Notice Period referred to in **Section 8.2.1** is dispensed with and JML may, without assigning a cause, terminate the Employee's employment with immediate effect

8.3 The Employee may, without assigning any cause, resign from his/her employment under this Agreement upon written notice to JML and completion of the Notice Period. However, the Employee may have to give an exit interview, at the request of JML. JML may, at its sole discretion, permit the Employee to leave service during the Notice Period.

8.4 If the termination is found to be wrongful, the maximum liability of JML shall be equivalent to the Employee's three (3) months' salary.

9. JML PROPERTY - EMPLOYEE'S DUTY TO RETURN

9.1 JML's Intellectual Property and Property acquired by the Employee after signing this Agreement shall be returned to JML not later than the final

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date of his employment with JML.

9.2 Until such time as all the Property is returned to JML, JML shall, in addition to initiating legal proceedings for recovery, be entitled to withhold any salary, emoluments or other dues of the Employee and may further, at its discretion, deduct there from, the full value of the Property calculated at it is then replacement price. In addition, JML may also take any other legal action against the Employee and shall have the right to recover the full amount of the replacement price, if the dues of the Employee are not sufficient to cover the replacement price. Further, the Employee shall compensate JML for any misuse or damage to the property of JML.

10. INDEBTEDNESS

If, during the Employee's employment under this Agreement, the Employee becomes indebted to JML for any reason, JML may, if it so elects, set off any sum due to JML from the Employee against the compensation payable to the Employee and collect any remaining balance from him.

11. NOTICES

11.1 All notices given pursuant to this Agreement shall be in writing and shall be deemed to be served as follows: (a) in the case of any notice delivered by hand, when so delivered; (b) if sent by pre-paid post or courier, on the third clear day after the date of posting; (c) in the case of any notice sent by facsimile, upon the receipt of a confirmation copy at the sender's facsimile machine; and (d) if sent by e-mail, 24 hours after the e-mail is sent.

11.2 Any notice to JML to be given by any Party to this Agreement shall be deemed to be duly served if delivered by prepaid registered post or through a delivery service/courier, by hand delivery, by fax or by email to the following address:

If to JML:

Company Address : Jaipur Molecular Lab, 72/02, Shipra Path, Mansarovar, Jaipur, 302020
Designation : Partner
E-mail: jaipurmolecularlab@gmail.com

If to the Employee:

Address with pin code : Kachore Layout, Nalwadi, Wardha – 442001

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Registrar
The IJHMP University
1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100
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Any change in the address of either party shall be notified to the other party in the same manner mentioned hereinabove.

12. WAIVER

Any waiver by JML of a breach or threatened breach of this Agreement by Employee shall not be construed as a waiver of any subsequent breach by Employee.

13. ACKNOWLEDGMENTS

Employee acknowledges that he has been provided with a copy of this Agreement for review prior to signing it, that he has reviewed it and that he understands the purposes and effects of this Agreement, and that he has been given a signed copy of this Agreement for his own records.

14. DISPUTE RESOLUTION

14.1 JML and the Employee hereby agree that they intend to discharge their obligations in the utmost good faith. They, therefore, agree that they will, at all times, act in good faith, and make all attempts to resolve all differences howsoever arising out of or in connection with this Agreement by discussion failing which, fifteen (15) days of the commencement of the discussions, by arbitration. The Parties shall be bound to submit all disputes and differences howsoever arising out of and in connection with this Agreement to arbitration in accordance with the Arbitration and Conciliation Act, 1996, provided that: There shall be one arbitrator nominated jointly by the Parties, failing which there shall be three (3) arbitrators, one each nominated by JML and Employee and the other chosen by the two (2) arbitrators so nominated shall be persons of professional repute and who are not directly or indirectly connected with the parties) whose appointment shall be agreed between the parties within seven (7) days of the service of an arbitration notice; The Parties agree that until the arbitration proceedings are complete, they shall not take their disputes to a court of law.

14.1.1 All hearings shall be held in Jaipur, India, in English.

Notwithstanding anything contained in this Agreement JML may approach any court within India for injunctive relief when it feels that any of the terms of this Agreement are breached or likely to be breached by the Employee.

15. MISCELLANEOUS

Entire Agreement: This Agreement constitutes the entire agreement between the signatories and shall supersede all negotiations, preliminary agreements,

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and all prior and contemporaneous discussions and understandings of the signatories connection with the subject matter hereof.

Amendments: No change, modification, or termination of any of the terms, provisions, or conditions of this Agreement shall be effective unless made in writing and signed or initialed by all signatories to this Agreement.

Severability: If any paragraph, subparagraph, or provision of this Agreement, or the application of such paragraph, sub-paragraph, or provision, is held invalid by a court of competent jurisdiction, the remainder of this Agreement, and the application of such paragraph, sub-paragraph, or provision to persons, or circumstances other than those with respect to which it is held invalid shall not be affected.

Parties To Act With Due Diligence And In Good Faith: The Parties hereto shall dutifully perform all covenants of this Agreement in letter and spirit and shall otherwise act with due diligence and in good faith.

16. GOVERNING LAW AND JURISDICTION

This Agreement shall, in all respects, be governed by and construed in all respects in accordance with the laws of India. In relation to any legal action or proceeding to enforce this Agreement, the Employee irrevocably submits to the exclusive jurisdiction of any competent court and waives any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

IN WITNESS WHEREOF, the signatories have executed this Employment Agreement as the day and year first above written.

For Company Name

Candidate Name

Name:

Title:

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ANNEXURE 1

SCOPE OF SERVICES

The Employee of JML shall be bound by this Agreement to fulfill the following services for JML:

Title: Marketing Executive

Responsibilities & Duties:

- Develop and execute marketing strategies to promote Clinical NGS services to doctors, healthcare providers, and potential clients.
- Conduct in-person visits, presentations, and discussions with medical professionals to introduce and explain the features, benefits, and clinical applications of our NGS panels.
- Collaborate with our scientific team to gain a deep understanding of our NGS services and stay up to date on the latest advancements in the field.
- Create informative and persuasive marketing materials, including brochures, flyers, and digital content, tailored to a medical audience.
- Organize and participate in medical conferences, workshops, and other events to showcase our NGS services and network with healthcare professionals.
- Gather feedback from the medical community to inform service improvements and new opportunities for growth.
- Work closely with the sales team to identify leads, support client acquisition efforts, and achieve business objectives.
- All tests under molecular lab not limiting to NGS shall be marketed as and when developed in the the lab.

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ANNEXURE 2

COMPENSATION LETTER

The Employee shall be entitled to receive compensation in accordance with the terms set forth in this Compensation Letter for any and all the services of every nature rendered and to be rendered by the Employee in connection with his employment with JML as laid down in this Agreement in India. The Employee shall be bound by the terms and conditions set forth in this Agreement.

Annual Compensation

Your total annual as specifically defined below:

Fixed remuneration /Professional fee – INR 4.80 lacs per annum or 40,000 per month.

Additional Performance linked incentive (PLI) fee – INR 1.20 lacs per annum as per the performance

Total - INR 4.80 lacs + 1.20 lacs per annum = INR 6 lacs (Six Lacs Per Annum)


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1, Prabhu Daxi Marg
New Sagar, Jaipur-302009

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13/12/2023

MR/MS. Samiksha Saonerkar

Dear MR/MS. Samiksha Saonerkar

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

You are requested to join the duties latest by 18/06/2024.

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

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

- i) Four passport size photographs.
- ii) Copies of educational/professional qualifications and experience certificates.
- iii) Certificates in support of date of birth.
- iv) PAN Card and AADHAR Card Copy.
- v) Copy of Permanent Address Proof.

We look forward for your long & happy association with Macleods Pharmaceuticals Ltd.

With best regards.

For Macleods Pharmaceuticals Ltd.


Authorized Signatory

Acceptance:

I have read the above terms and conditions and I do hereby agree to the same and accept the offer. I will join on 18/06/2024



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MR/MS. Samiksha Saonerkar

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LIMITED

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

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

PROPOSED SALARY STRUCTURE	
NAME :	MR/MS.
DESIGNATION :	MANAGEMENT TRAINEE
DEPARTMENT :	DOMESTIC BUSINESS
LOCATION :	HEAD OFFICE

SALARY BREAK-UP
MONTHLY PAYMENTS

	PER MONTH	PER ANNUM
BASIC	23000	276000
HRA	11500	138000
EDU. ALLOW	1100	13200
OTHER ALLOW	8434	101208
TOTAL :	44034	528408

QUARTERLY/ANNUAL REIMBURSEMENT		
EXGRATIA **	0	0
TOTAL :	0	0

RETIRALS BENEFITS		
EMPLR PF	1800	21600
MEDICLIAM	0	0
TOTAL :	1800	21600

TOTAL SALARY PER MONTH	45834
TOTAL SALARY PER ANNUM	550008

ACCEPTED BY :

DATE :

PLACE :

APPROVED BY: 

Note : Reimbursement Payment

* are Quarterly Reimbursement and

** are Annual Reimbursement


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

Anita Thapa

From: Vinod Tejwani
Sent: 29 November 2023 10:36
To: Meenakshi Baiswar; Anita Thapa
Cc: Suman Rituraj; N Satheeshkanna
Subject: RE: CAMPUS RECRUITMENT FOR THE SESSION 2023-2024

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Ms. Meenakshi,

Greetings for the Day!

Thanks a lot for the revert and sharing the requirements .

@Anita Thapa Please share the details with students on priority.

With Regards,



Vinod Tejwani
Dean- Placements & Alumni Relations

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

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

M: +91 9891393008, 9929754987

P: +91 141 3924700 (213)

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

From: Meenakshi Baiswar
Sent: Tuesday, November 28, 2023 5:51 PM
To: Vinod Tejwani
Cc: Suman Rituraj
Subject: CAMPUS RECRUITMENT FOR THE SESSION 2023-2024

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

Dear Vinod ji / Suman ji,

Greetings from Macleods Pharmaceuticals!

We have hired students from your Esteemed Institute In past few years and continuing the trend , we look forward to hire fresh talent this year.

Please find Company details for your perusal.

Request to share list and profiles of the students who are interested in the role.


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Near Sanganer Airport, Jaipur-302029

We look forward to visit the Campus as soon as we get confirmation about the number of students interested for the role.

About Macleods Pharmaceutical Limited

Macleods is an established name in Indian Pharmaceutical market. With its diversified product portfolio, Macleods has gained leadership in various therapeutic segments. Today Macleods features amongst Top 10 companies in India and is recognized as one of the fastest growing companies.

Macleods has forayed into high growth potential segments like Cardiovascular, Diabetes, Orthopedics, Gynecology, Respiratory and Oncology. Macleods business has witnessed exemplary growth over the past few years growing ahead of the Indian Pharma Market as well as International market. The company has focused on gaining markets while maintaining its dominant position in Anti-TB and Anti-infective segments.

Vision

Our vision is to become a leading global pharmaceutical company by providing high quality, affordable and innovative therapeutic solutions for patients with diverse medical needs

Infrastructure

Macleods has facility to manufacture Tablets (dispersible, bi-layered, coated, uncoated, enteric coated), Hard gelatin capsules, Soft gelatin capsules, Dry powder injections, Dry syrups, Granules and Liquid Orals.

Macleods products are manufactured in facilities approved by international regulatory agencies including USFDA, UK-MHRA, WHO-Geneva, MCC South Africa, MOH - Saudi Arabia, MOH- UAE, MOH- Belarus, MOH- Ukraine, INVIMA- Colombia, National Drugs Authority (NDA) Uganda, Food and Drugs Board, Kenya; Pharmacy Board, Tanzania FDA, etc.

Our Drug manufacturing plants are at Indore, Baddi, Daman, Sikkim and has API manufacturing facility at Dahej & Sarigam in Gujarat, which is also approved by USFDA & WHO-Geneva, details as follows:

Research & Development facilities

Approved by the Department of Scientific and Industrial Research, Government of India, it facilitates the development and quality up-gradation of safe and efficacious formulations. With a team of over 1000+ researchers, scientists, IP and legal experts, we have thus far successfully filed a number of dossiers and approvals across markets in Europe, Malaysia, USA, South Africa, Brazil, etc

API Development

Involved in the development of active pharmaceutical ingredients, this division handles multi-step chemical synthesis involving varied reaction types including the use of chiral substrates.

Our scientists comply with legal and regulatory requirements while working towards making the APIs scalable and cost-effective.

We are looking for


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Near Sanganer Airport, Jaipur-302029

Management Trainees for our Product Management Team based at Andheri, Mumbai.

Job description:

1. To study current market trends, do data analysis and play a role in lifecycle management of pharmaceutical products.
2. Develop and refine strategies including identifying target markets and product positioning, branding and differentiation.
3. Coordination with the Sales team, guide them, define product roadmaps and achieve business objectives.
4. Work in close collaboration with the sales team and in synchronisation with goals of the company.
5. Excellent communication and analytical skills.

For B.Pharm + MBA:

Details	
Joining Designation & CTC(p.a)	Management Trainee, CTC – 5.5 L
Probation Period	9 months, After completion of 9 months, Designation is revised to Product Executive, CTC is revised to 6.49 L
Confirmed Designation & CTC(p.a)	Product Executive, CTC – 6.817 L

The candidate has to sign 2 year bond on Joining the Organisation.

Thanks & Regards,
MEENAKSHI BAISWAR
HUMAN RESOURCE

☎ 02267695800 Extn. 453

☎ +91-9136631117



MACLEODS PHARMACEUTICALS LIMITED
A WING, 501, 502, 503, EVEREST GRANDE,
SHANTINAGAR, MAHAKALI CAVES
RD, ANDHERI (E), MUMBAI 400093


Registrar
The IIHMR 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

January 02, 2024

Mr. Sandeep Pandey

Varanasi,

Uttar Pradesh-221004

Mobile No: 9473529749

Dear Mr. Sandeep Pandey,

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.

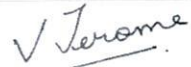
2. Remuneration:

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


box SIGN 186VZ8XK-4A0B37XW


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

Page 1 of 2

Corporate Office: MSN Corporate, H. No. 2-91/10&11/MSN, Whitefields, Kondapur,
Hyderabad, Pincode: 500 084, Telangana, India.

www.msnlabs.com

Name: Sandeep Pandey

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 **April 01, 2024**, 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.

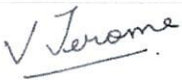
Please feel free to contact Mr. Adnaan, Contact No. 9985237629 , Email ID: adnaan.mohammed@msnlabs.com for further clarifications, if any.

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


boxSIGN 556VZ89X-4KQ879XW

Jerome Vincent
Deputy DGM-Human Resources

Page 2 of 2


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The IIMR University
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January 02, 2024

Annexure-I

Mr. Sandeep Pandey

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


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Jerome Vincent

Deputy DGM-Human Resources

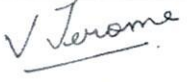

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Near Sanganer Airport, Jaipur-302029

Name: Sandeep Pandey

Annexure- II

TERMS & CONDITIONS OF THE EMPLOYMENT

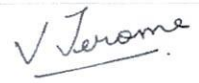
1. The effective date of joining shall not be later than **April 01, 2024**, failing which this offer and Appointment Letter stands withdrawn.
2. Your initial place of posting shall be at **MSN Laboratories Private Limited - Corporate Office** Location. However, your services are transferable to any 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 20, 2001**, 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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Registrar
The IIMR University
1, Prabhu Dayal Marg
Near Sangner Airport, Jaipur-302029

Name: Sandeep Pandey

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

Name: Sandeep Pandey

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.


box SIGN 156VZ8XK-4KQ39KW

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 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

January 02, 2024

Mr.Sanket Surendra Khutade

Gajanan Complex,
Nampur,
Nashik- 423204
Maharashtra
Mobile No: 8087501815

Dear Mr.Sanket Surendra Khutade,

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.

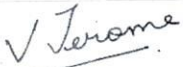
2. Remuneration:

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


boxSIGN 18HV2EKK-179Q7928


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

Page 1 of 2

Corporate Office: MSN Corporate, H. No. 2-91/10&11/MSN, Whitefields, Kondapur,
Hyderabad, Pincode: 500 084, Telangana, India.

www.msnlabs.com

Name: Sanket Surendra Khutade

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 **April 01, 2024**, 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.

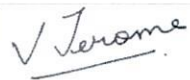
Please feel free to contact Mr. Adnaan, Contact No. 9985237629 , Email ID: adnaan.mohammed@msnlabs.com for further clarifications, if any.

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


box SIGN 186VZ6XX-1782/P28

Jerome Vincent
Deputy DGM-Human Resources

Page 2 of 2


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

January 02, 2024

Annexure-I

Mr.Sanket Surendra Khutade

Designation: Management Trainee

Grade: GT3

Department: Sales & Marketing - Domestic

TOTAL COST TO COMPANY

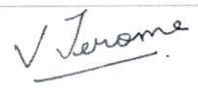
All figures in INR

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


box SIGN 186VZ8X-17802792W

Jerome Vincent
Deputy DGM-Human Resources

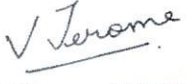

Registrar
The IHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

Name: Sanket Surendra Khutade

Annexure- II

TERMS & CONDITIONS OF THE EMPLOYMENT

1. The effective date of joining shall not be later than **April 01, 2024**, 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 13, 2000**, 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.


box SIGN 186VZBAK-17907128


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

Name: Sanket Surendra Khutade

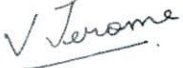
8. Changes in your compensation are discretionary and will be subject to the overall performance of the Company, your individual effective performance and policies of the Company. You shall keep details of your salary and employment benefits strictly confidential within and outside the Company.
9. You 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.

✓ *Jerome*
box sign 186V2B9X-178Q7928

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

Name: Sanket Surendra Khutade

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.


box SIGN 184V280K-17507928

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 O.P.S.R. University
1, Prabhu Dayal Marg
Near Sanganeer Airport, Jaipur-302029

DATE: 29-09-2023

Dear Sanskriti Sain,

Congratulations!!

Further to your internship with our firm, we are happy to extend an offer of employment as **Management Trainee** in our firm.

Ther terms of the offer are as follows: -

1. The position will be located out of Bangalore for the initial 6 months.
2. For the first 3 months of employment, you would be paid a consolidated stipend of Rs 25k/month + Travel expenses as per company policy.
3. Thereafter your compensation will be Rs. 5Lacs/Annum + 2 Lacs variable pay + Travel allowances as per the company policy with designation of **Marketing Executive** in any specialised department of Sales & Marketing
4. You will be posted at **Bangalore, Karnataka**.
5. You will be required to sign a bond to be associated with the organisation for 18 months on your appointment as **Marketing Executive**.

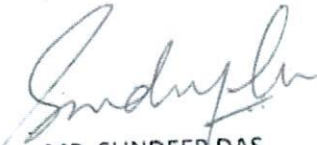
You will use **Confidential Information** only in connection with your assigned activities/project and **WILL KEEP IT CONFIDENTIAL**. "Confidential Information" means all information, in any form, relating to Winglobe and furnished to or obtained by you during your duration of activities, including, without limitation, information about current, former, or prospective customers, budget and other financial data, cost information, discounts, product or service plans and strategies, marketing information, technical data and research, trade secrets, and know-how. Confidential Information does not include information that is generally available to the public.

WINGLOBE is committed to rapidly growing its business in India. We are confident that your contributions will take us further in our journey towards fulfilling this goal.

We are committed to the growth of our valued team members and hope for a long-term commitment from you by becoming a 'Destination organization'.

Looking forward to a long and a mutually beneficial relationship!

For WINGLOBE HEALTHCARE PVT. LTD.


 MR. SUNDEEP DAS
 CHIEF MARKETING OFFICER




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

Winglobe Healthcare Pvt. Ltd.

Reg. Office:

No. 1783, 2nd Floor, Phoenix House, 19th Main Road,
 1st Sector, HSR Layout, Bengaluru - 560 102 KA

Corporate Office:

GR Tower, 3rd Floor, Plot No. L-127, 4th Main Road,
 14th Cross, VI Sector, HSR Layout, Bengaluru - 560 102 KA

T: +91 80 356 94730, +91 96671 77664 | E: customercare@winglobe.in

www.winglobe.in

Placements

From: Shivani Kapoor <shivani.kapoor@bbraun.com>
Sent: 30 May 2024 12:35
To: Placements <placements@iihmr.edu.in>
CC: Vinod Tejwani <vinod.tejwani@iihmr.edu.in>
Subject: Selected Candidate_IIHMR University Jaipur.
Flag Status: Flagged

Categories: Blue category

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

Dear Mr. Vinod Tejwani,

I wanted to share that after our conversation with Mr. Saurabh Karlekar, we've decided to move forward with offering him the role of Executive Trainee, with a CTC of Rs. 4.7 LPA. Please inform the candidate and ask him to contact the HR team for further discussion regarding the documentation.

Appreciate your support on this. Let me know if you need anything further.

Warm regards,
Shivani Kapoor
VP, Human Resources

B | BRAUN

Mob: +91 9810573077
email: shivani.kapoor@bbraun.com


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

January 02, 2024

Mr. Shanmukh Madapati

H No:1-1-1094, Flat No:501,
Ananda Nilayam, Street No:5,
Siddarth Nagar, Kazipet,
Warangal-506004
Mobile No: 9866545288

Dear Mr. Shanmukh Madapati,

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

✓ Jerome
baksig
180V28XK AQWAFKZ


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

Page 1 of 2

Name: Shanmukh Madapati

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 **April 01, 2024**, 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. Adnaan, Contact No. 9985237629 , Email ID: adnaan.mohammed@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



box SIGN 184VZB0K-42YWF0KZ

Jerome Vincent
Deputy DGM-Human Resources

Page 2 of 2



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

January 02, 2024

Annexure-I

Mr. Shanmukh Madapati

Designation: Management Trainee

Grade: GT3

Department: Sales & Marketing - Domestic

TOTAL COST TO COMPANY

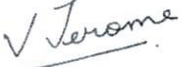
All figures in INR

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


boxSIGN 180VZEXK4QYWFJXZ

Jerome Vincent

Deputy DGM-Human Resources

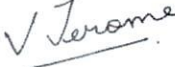

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

Name: Shanmukh Madapati

Annexure- II

TERMS & CONDITIONS OF THE EMPLOYMENT

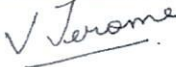
1. The effective date of joining shall not be later than **April 01, 2024**, failing which this offer and Appointment Letter stands withdrawn.
2. Your initial place of posting shall be at **MSN Laboratories Private Limited - Corporate Office** Location. However, your services are transferable to any 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 04, 2001**, 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.


box SIGN 165VZB0X-4C2YWPXKZ


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

Name: Shanmukh Madapati

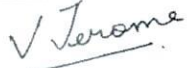
8. Changes in your compensation are discretionary and will be subject to the overall performance of the Company, your individual effective performance and policies of the Company. You shall keep details of your salary and employment benefits strictly confidential within and outside the Company.
9. You 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.


box SIGN 186V280K-4QYW0XZ


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

Name: Shanmukh Madapati

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.


box sign 156VZ30K-6Q/VWPKZ

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 IHMR 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

January 02, 2024

Mr. Shirish Diganbar Bende

Near MGM College of Engineering,

Vistari Nath Nagar,

Nanded- 431605

Maharashtra

Mobile No: 9146917546

Dear Mr. Shirish Diganbar Bende,

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


box SIGN 158V28XX 13K722PK


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

Page 1 of 2

Corporate Office: MSN Corporate, H. No. 2-91/10&11/MSN, Whitefields, Kondapur,
Hyderabad, Pincode: 500 084, Telangana, India.

www.msnlabs.com

Name: Shirish Diganbar Bende

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 **April 01, 2024**, 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. Adnaan, Contact No. 9985237629 , Email ID: adnaan.mohammed@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


box SIGN 186VZ006-130Y299K

Jerome Vincent
Deputy DGM-Human Resources


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

January 02, 2024

Annexure-I

Mr. Shirish Diganbar Bende

Designation: Management Trainee

Grade: GT3

Department: Sales & Marketing - Domestic

TOTAL COST TO COMPANY

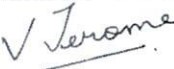
All figures in INR

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


boxSIGN 356VZDX-13KYZ9FK

Jerome Vincent

Deputy DGM-Human Resources


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

Name: Shirish Diganbar Bende

Annexure- II

TERMS & CONDITIONS OF THE EMPLOYMENT

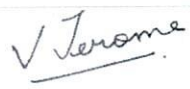
1. The effective date of joining shall not be later than **April 01, 2024**, failing which this offer and Appointment Letter stands withdrawn.
2. Your initial place of posting shall be at **MSN Laboratories Private Limited - Corporate Office** Location. However, your services are transferable to any 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 22, 2000**, 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.

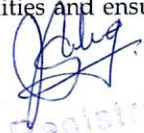

box sign 180VZ500-130Y289V


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

Name: Shirish Diganbar Bende

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.


boxSIGN 188VZ8X-13K29PK


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

Name: Shirish Diganbar Bende

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.


boxSIGN 186VZBK-13KY297Y

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



January 6, 2024
Ms. Shivani Bhabhra
B-190,
Nehru Nagar,
Pani Peach,
Jaipur,
Rajasthan - 302016

Subject: Offer Letter

Dear Shivani Bhabhra,

With reference to the interview you had with us, as mutually agreed, we are pleased to offer you the post Of **Management Trainee at FM1 Grade** with your local title being **Product Specialist**. You will be based at **Jaipur**.

You shall be paid fixed remuneration of **Rs 5,00,000/-** per annum inclusive of Provident Fund and Gratuity given to employees as per rules.

You are requested to join the Company on or before **1st July 2024**.

The Appointment letter will be given to you on your joining the Company. Your appointment is subject to following:

- a. Submission of your medical fitness certificate on joining duties.
- b. Reference check.
- c. No Criminal records.
- d. Validation of all above documents.

Please acknowledge this offer by sending an email to harshalmandavkar@lupindigitalhealth.com on or before 15th January 2024 confirming your acceptance and sign-out from the placement process.

Wishing you all the very best.

Yours truly,
For Lupin Digital Health Limited

Sidharth Srinivasan
CEO- Lupin Digital Health Limited

Encl.: Compensation & Benefits Program

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

Lupin Digital Health Limited
Registered Office

Kalpitaru Inspire, 3rd Floor, Off. Western Express Highway, Santacruz (E), Mumbai – 400055
Phone • +91 22 66402547 | Email • hello@lupindigitalhealth.com | Website • www.lupindigitalhealth.com

COMPENSATION & BENEFITS PROGRAM

Name	Shivani Bhabhra
Grade	FM1
Designation	Management Trainee
Location	Jaipur

Grade	FM1	
Designation	Management Trainee	
	PM (Rs)	PA (Rs)
Basic	17,000	2,04,000
House Rent Allowance	6,800	81,600
Adhoc Allowance	13,809	1,65,708
Education Allowance	200	2,400
Gross Monthly	37,809	4,53,708
Leave Travel Assistance		12,000
Annual Allowances		12,000
Provident Fund (12%) Of Basic		24,480
Gratuity (4.81%) Of Basic		9,812
Total Retirals		34,292
Total Fixed CTC		5,00,000
Allowances		1,20,000
Incentives Up To (Performance Based)		~2,50,000
Total		8,70,000

1. In-addition to the above, you will be covered under the following Schemes as per Company Policy:

- A. Mediclaim: This Policy covers self, spouse, two children and dependent parents, subject to a limit of Rs.2,00,000/-.
- B. Group Accident Insurance: The Insurance coverage for your grade is Rs.10,00,000/-.
- C. Group Term Life Insurance: The Insurance coverage for your grade is Rs.30,00,000/-.

2. All payments are subject to the provisions of Income Tax Act.



Sidharth Srinivasan
CEO- Lupin Digital Health Limited
January 6, 2024


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

Lupin Digital Health Limited
Registered Office

Kalpataru Inspire, 3rd Floor, Off. Western Express Highway, Santacruz (E), Mumbai – 400055

Phone • +91 22 66402547 | **Email** • hello@lupindigitalhealth.com | **Website** • www.lupindigitalhealth.com

October 8, 2024

Ms. Shreya Agrawal

F-287, Karampura,

New Delhi-110015

Ph: +91- 8748090395

Dear Shreya,

Welcome to Infosys!

At Infosys, our purpose is to amplify human potential and create the next opportunity for people, businesses and communities. Our employees are key to realizing this. It is our continuing ambition to find and retain people who believe in our values and share our desire to build a great company.

It is therefore with great pleasure that we offer you the position of **Associate Consultant** with Infosys Limited (hereinafter referred to as "**Company**" or "**Infosys**").

Please see enclosed the offer of employment.

The offer of employment shall remain valid for a period of 14 (fourteen) calendar days from the date of the offer of employment unless withdrawn by the Company at any time before your explicit acceptance.

The offer of employment shall be deemed to have been rejected by you, in the event : (i) you fail to communicate your acceptance to the offer within 14 (fourteen) calendar days from the date of the offer of employment where you have not been granted any extension of time by Infosys to communicate your acceptance; or (ii) you notify Infosys in writing that you are rejecting the offer of employment or (iii) you do not join the Company at the Location specified below or any other location that may be informed to you.

Please note that all the employees of Infosys are required to be double vaccinated against Covid-19 unless an exemption exists, for which satisfactory medical evidence will need to be submitted to Infosys at the time of joining.

We look forward to working with you and wish you success in your career with us.

Warm regards,

Sushanth Tharappan

EVP and Head Human Resources - Infosys Limited

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

INFOSYS LIMITED

SEZ Survey No. 41 (pt) 50 (pt), Pocharam Village

Singapore Township PO, Ghatkesar Mandal

Rangareddy District, Hyderabad 500 088, India

T 040 40600000

F 040 666341356

Corporate Office:

CIN: L85110KA1981PLC013115

44, Infosys Avenue

Electronics City, Hosur Road
Bangalore 560 100, India

T 91 80 2852 0261

F 91 80 2852 0362

askus@infosys.com

www.infosys.com

Signature Not Verified

Digitally signed by SUSHANTH
MICHAEL THARAPPAN
Date: 2024.10.08 15:12:16 IST
Reason: Digitally Signed
Location: Bangalore

October 8, 2024

HRD/83562094780/24-25

Ms. Shreya Agrawal
F-287, Karampura,
New Delhi-110015
Ph: +91- 8748090395

Dear Shreya,

The details of your offer of employment with the Company, are mentioned below:

1. Role Designation : Associate Consultant

2. Role : Associate Consultant

3. Job Level : 4

4. Joining Date

Your scheduled date of joining the employment is **October 14, 2024**.

5. Location

Your location for employment is **HYDERABAD (SEZ)**, SEZ Survey No. 41 (pt) 50 (pt), Pocharam Village Singapore Township PO, Ghatkesar Mandal Rangareddy District, Hyderabad 500 088, India.

You may be asked to relocate to any of the Company's units, departments or the offices of the Company's affiliates* and/or the offices of the Company's customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant policies of the Company in that work location.

Please be advised that you, by accepting this offer of employment, hereby give your irrevocable consent to the above.

**For the purpose of this offer of employment, 'Affiliate' means an entity that controls, is controlled by, or is under common control of the Company. 'Control' includes the right to appoint majority of the directors or to control the management or policy decisions exercisable by a person or persons acting individually or in concert, directly or indirectly by virtue of their shareholding or management rights or shareholders agreements or voting agreements of in any other manner.*

INFOSYS LIMITED
SEZ Survey No. 41 (pt) 50 (pt), Pocharam Village
Singapore Township PO, Ghatkesar Mandal
Rangareddy District, Hyderabad 500 088, India
T 040 40600000
F 040 666341356

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

Corporate Office:
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

6. Probation and Confirmation

You will be on probation for a period of 6 (six) months from the date of joining the Company. During your probation, you will be continuously assessed for your suitability to continue in service. In evaluating your suitability, your adherence to the Company policies and applicable laws will also be considered. Notwithstanding anything stated herein, and without limiting the rights of the Company, the Company would be entitled to terminate your services immediately without any notice during your probation, for the occurrence of any action/omission, including but not limited to the following:

- (a) for failure to submit the documents required by the Company, details of which are enclosed in Annexure - IV;
- (b) for failure to pass background checks to the satisfaction of the Company, including inability to prove employment with previous employers (i) by way of submission of statement of bank account which evidences salary payments by the previous employer, or (ii) statement of provident fund account which evidences contribution of provident fund by the previous employer, or (iii) submission of Form 16/Income tax returns filed, as issued under the Income Tax Act, 1961 or any other applicable law;
- (c) for failure to perform the duties that you are capable of performing and as required by the Company;
- (d) for any action/omission which may render you unsuitable for the role, as determined by the Company; and
- (e) for any other reason, as considered appropriate by the Company.

Your probation shall be confirmed only upon a written communication from the Company.

7. Duties

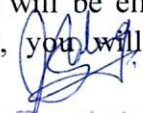
You will perform day to day duties and activities in accordance with the job description for your Role, as well as other duties you are capable of performing, as required by the Company.

Your position, duties and reporting lines may be changed by the Company as required, from time to time, and you will be informed in writing of those changes.

Unless you are informed otherwise, these terms will continue to apply to you, even though your position, duties and reporting lines may change.

8. Leave

You are entitled to earned leave, right from your date of joining. You will be eligible for 15 (Fifteen) working days of leave annually, during probation. On confirmation, you will be eligible for 20 (Twenty) working days of leave annually.


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The leaves are credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. The leave year is the calendar year and not the fiscal year.

The Company's policies also provide for Maternity, Paternity and Bereavement leave. Further details will be provided to you at the time of joining.

9. Promotion and Progression

The Company is committed to a performance-based culture. Career progression and increments in your salary will depend significantly upon your performance and demonstrated achievement of agreed business outcomes and desired professional behaviour. A formal assessment of your performance will be periodically conducted in line with the Company's performance appraisal process with which you will be required to become familiar with, and in which you will need to participate.

10. Compensation and Benefits

Salary

Your Fixed Salary including retinals will be **INR 63,751 per month** and Total Gross Salary inclusive of the Performance Bonus and retinals will be **INR 70,834** per month. Your salary is based on the work performed by you and includes an amount to compensate you for any reasonable additional hours worked by you. The break-up of your salary has been provided in the Compensation Details sheet at Annexure - I.

Basket of Allowances (BOA)

The Basket of Allowances is part of your Fixed Salary.

You will have the flexibility of choosing the components of your BOA and the amounts under each of such components that you have chosen, as per the options provided to you on the Company's intranet.

Performance Bonus

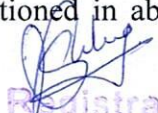
You will be eligible for a Performance Bonus (as per the Company's Bonus Plan) of **INR 7,083** per month, at a maximum payout of 100%. The Company operates a non-contractual Bonus Plan linked to your performance, Company's performance and your unit / department's performance. Any Performance Bonus amount awarded shall be entirely at the discretion of the Company. The Company reserves the right to amend the non-contractual Bonus Plan at any time. The break-up of your salary has been provided in the Compensation Details sheet at Annexure - I.

Guaranteed Performance Bonus

For the first 6 (six) months of your employment with the Company, you will be paid **50%** of your Performance Bonus amount as mentioned in the above clause (Performance Bonus), as a Guaranteed Performance Bonus. The Performance Bonus mentioned in above clause is inclusive of, and not in addition to Guaranteed Performance Bonus.

Ex - Gratia / Bonus

You will be eligible for an ex - gratia/ bonus payout which is calculated at 20% of the basic salary as mentioned in the Compensation Details sheet at Annexure - I of this offer of employment. The mode of payment will be as follows:


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95% of the ex-gratia/bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

National Pension Scheme

The Company offers all India based employees the option to contribute towards the national pension scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks.

Insurance

Health Insurance: You will be eligible to participate in a Group Health Insurance Scheme and covered by default under the standard health insurance plan as per the applicable Company Health Insurance Policy. You may also choose to enhance the benefits with other participatory optional health insurance plans.

Life Insurance: You will be covered under the Group Life Insurance Scheme, managed by Infosys Employee Welfare Trust ("**Trust**"). The Trust is established for the benefit and welfare of the employees of the Company and provides assistance to the employees in various forms including but not limited to extension of medical facilities. All employees become members of the Trust, by a one-time payment of **INR 250** and a fixed monthly contribution of **INR 325** which may increase from time to time. You hereby provide consent for such amounts to be deducted from your monthly salary.

The details of the scheme(s) would be available to you when you join the Company.

11. Work Health and Safety

11.1. You agree to comply with all the directions and instructions emanating from the Company regarding health and safety and shall also take all reasonable steps to ensure that you do not undermine your health and safety or the health and safety of any other person during the period of your employment with the Company.

11.2. You hereby acknowledge and agree that you are medically fit, at all times, to discharge the role and duties entrusted to you by the Company. In the event, the Company has any concerns about your fitness to work at any point in time, the Company may require you to consult and/or undergo a medical examination with a registered medical practitioner as nominated by the Company. You hereby agree to provide the Company with a copy of any such medical reports/results and/or authorize the Company to communicate with the concerned medical practitioner regarding your fitness to return to work. In the event, you are declared medically unfit to discharge your role and duties by a registered medical practitioner or you fail to discharge your role and duties on account of your continued ill health/prolonged illness, your employment may be terminated in accordance with the Company procedure.


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11.3. You hereby acknowledge and agree that in the event you contract any infectious or contagious disease, you will immediately report this information to your manager and/or the BP-HR and upon the Company's direction, you shall not enter the office of the Company or that of the customer, until permitted to return. The Company also reserves the right to refuse entry into the workplace to any individual who is deemed by the Company to be unfit at its sole discretion, in the interest of providing a safe and hygienic environment for all the employees and third parties visiting the workplace. You hereby agree that during such period when you are not working, you will be on earned leave and upon exhaustion of the earned leave, on unpaid leave.

11.4. You may be required to provide the Company with a medical certificate from a registered medical practitioner to verify a leave claim made on account on sickness.

12. Notice Period and Termination of Employment

Prior to the commencement of your employment with the Company, this offer of employment may be terminated by the Company without any notice to you.

During your probationary period and post confirmation of your employment with the Company, you will be required to give 3 (three) months' notice or salary thereof in case you decide to leave the services of the Company, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the 3 (three) months' notice period. Similarly, the Company can terminate your services with immediate effect and on such termination the Company can give you 3 (three) months' notice or salary thereof.

Your services can be terminated without notice or payment in lieu of notice, at any time, for the occurrence of any of the below act(s)/omission(s), including but not limited to the following:

- (a) engagement in misconduct;
- (b) loss of confidence by the Company;
- (c) engagement in any conduct which brings or may bring the Company into disrepute;
- (d) convicted of an indictable offence or enter a plea of guilty to a charge brought for an indictable offence;
- (e) in any other circumstance, in which the Company has the right to do so in accordance with the applicable law in force, including any significant breach of the terms and conditions of your offer of employment and/or breach of the Company policies.

13. Garden Leave

The Company may place you on paid leave and direct you to comply with all or part of the following in such circumstances including but not limited to, following the notice to terminate your employment by either party:

- (a) not to perform any duties for part or all of the notice period or be employed or engaged in the conduct of any activity of the Company;
- (b) not to enter the premises of the Company;


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(c) not to contact or have any communication with customers, prospective customers, employees, consultants, prospective investors, suppliers, distributors, shareholders, agents, representatives or other business contacts of the Company; and/or

(d) remain available to be called upon during your ordinary hours of work as specified by the Company.

During such period, the Company may appoint 1 (one) or more persons to replace you in the performance of the duties of your position.

During such period, the Company shall continue to pay you, your salary and provide your contractual benefits, but shall have no obligation to provide you with any work or opportunities to earn/accrue incentives/commission over and above your salary and all duties of your employment (express and implied) will continue, including but not limited to your duties of fidelity, good faith and exclusive service.

14. Termination Obligations

● your employment is terminated, then you must immediately return all confidential information and any other property of or relating to the Company or the customer, subsidiary or associated companies of the Company which you may have, without retaining any copies of the same.

On termination of your employment for any reason:

(a) you must repay all the monies owed to the Company;

(b) the Company will pay all entitlements owed to you; and

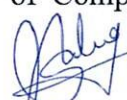
(c) the Company can, to the maximum extent permitted by law, withhold and set-off any amount owed by you under sub-clause (a) from or against any amount owed to you under sub-clause (b).

In the event your employment is terminated due to misconduct while on secondment, to an affiliate of the Company, or any third party, then your employment with the Company shall also stand terminated.

● You hereby acknowledge and agree that any statutory or other 'last in, first out' rule or any modification thereof shall not apply to you in the event of termination of your employment with the Company for any reason.

15. Deductions

During the course of your employment, you authorize and permit the Company to make any deductions, as required, from your salary in accordance with the applicable law and Company policies. The deduction can include but not be limited to: (a) personal calls made through phone provided by the Company; (b) personal expenses incurred on a Company-issued credit card; (c) recovery of any owed amounts to the Company; (d) personal use of Company-provided facilities; (e) recovery of any tax amounts paid by the Company.


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16. Background checks

The Company may, at any time and at its discretion conduct background checks prior to or after your expected joining date or at any time during the course of your employment with the Company, to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Annexure - IV.

You acknowledge and agree that the aforementioned information and/or documents provided by you to the Company are true, complete and correct and you have not withheld any information from the Company that would affect your ability to successfully carry out your employment with the Company.

If you fail to submit the necessary information and/or documents as required by the Company within the specified time period or if the Company is not satisfied with the outcome of the background checks, or if the Company finds at any time that any information and/or documents given by you are not correct, true or complete in all respects, the Company may at its discretion and to the fullest extent permitted by applicable law, revoke this offer of employment prior to your acceptance, or terminate your employment without notice or payment of compensation.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information and/or documents including but not limited to: (i) statement of bank account which evidences salary payments by previous employer, or (ii) statement of provident fund account which evidences contribution of provident fund by previous employer, or (iii) submission of Form 16/Income Tax Returns issued/filed under the Income Tax Act, 1961 or any other applicable law, or (iv) proof of submission that your Aadhaar number is linked with your Universal Account Number ("UAN") as issued by the Employees' Provident Fund Organisation, India.

Please note that the Company requires you to furnish a copy of your passport at the time of joining.

17. Conflict of Interest

You agree to cease any existing engagement, whether full-time or part-time, as director / partner / member / employee / sole proprietor of any other organization / entity / sole proprietorship engaged in any form of business activity or public or charitable endeavour prior to joining the Company. You agree to ensure that your last working day with such organization/entity, whether full-time or part-time, is at least one working day prior to your start date with the Company.

You agree not to be, whether full-time or part-time, a director / partner / member / employee / sole proprietor of any other organization / entity / sole proprietorship engaged in any form of business activity or public or charitable endeavour, at any time during the course of your employment with the Company, without the written consent of the Company and to avoid situations that may lead to absenteeism, tardiness, conflict of interest or poor job performance. The consent may be given subject to any terms and conditions that the Company may think fit and such consent may be withdrawn at any time at the discretion of the Company.


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18. Other terms and conditions

18.1. You agree that your primary graduate educational degree and where applicable your post-graduate educational degree which are relevant to the role offered to you is secured under a regular full-time program and not through any distance learning and/or part time program. You further agree and acknowledge that all your educational degrees are secured from educational institutions approved by University Grants Commission (UGC)/ All India Council for Technical Education (AICTE)/ Association of Indian Universities or such of its successors. The Company reserves the right to recognize any educational degree or diploma secured from any other educational institution, in its sole and absolute discretion.

18.2. You hereby agree to provide the Company with the information and/or documents, as required, to enable the Company generate a UAN at the time of joining the Company where you do not have an existing UAN.

18.3. You hereby acknowledge and agree that, at all times during the course of your employment with the Company, you will act in compliance with your obligations under Section 142 of the Code on Social Security, 2020 or such other law, which requires you to establish your identity through your Aadhaar Number provided to you under the provisions of the Aadhaar (The Targeted Delivery of Financial and Other Subsidies, Benefits and Services) Act, 2016 or any other law in force for time being.

18.4. Subject to applicable laws, you shall communicate to the Company within a period of 2 (two) working days, in the event of any change in your citizenship status and/or your ability to lawfully work in India. Subject to applicable laws, you also consent to and agree that the Company may, at any time during your employment, perform a check on your citizenship status, and confirm your right to work in India.

18.5. You hereby acknowledge and agree to abide by all internal policies of the Company, which you will be able to access, upon joining, on the intranet. These policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these policies, at any time, in its sole and absolute discretion and you hereby consent to the same.

18.6. You hereby agree that based on the nature of your work and business requirements, you may be required to work on rotational shifts including night shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company will be made applicable to you.

18.7. You hereby agree and acknowledge that, at all times during the course of your employment with the Company, you will physically report to work at your location for employment, as mentioned in Clause 5 of this offer of employment, unless otherwise communicated to you by the Company. In the event, you fail to physically report to work at your location for employment in disobedience of the Company's direction to report to work without any justifiable reasons, the Company reserves the right to initiate appropriate action against you.



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18.8. The Company may at any time or times, in the event of a fire, catastrophe, natural or man-made disasters, breakdown of machinery, communication equipment, statutory restrictions, failure / stoppage of the power supply, epidemic, pandemic, civil commotion, shortage of orders or other trade reason, financial difficulty, economic conditions, or any other cause which is beyond the reasonable control of the Company, suspend work, close down any department or departments wholly or partially for any period or period. You hereby agree to be on earned leave and upon exhaustion of the earned leave, on unpaid leave for the period you have been laid off by the Company.

18.9. You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights Agreement (as provided at Annexure III), the Code of Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with the Company. This offer of employment is also conditional upon your acceptance and execution of the Customer Connection Agreement (Annexure II).

18.10. This offer of employment constitutes and records the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other previous negotiations, understandings, contracts, agreements, representations, warranties, memoranda or commitments, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

18.11. If any of the terms or conditions of this offer of employment are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer of employment and the remaining terms and conditions shall continue in force.

18.12. The waiver by the Company of any breach of any term of this offer of employment will not prevent the Company from subsequently enforcing that term and it will not be deemed a waiver of any subsequent breach.

18.13. This offer of employment shall be governed by the laws of India, and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.


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As a token of your acceptance of this offer of employment, please bring a duly signed duplicate copies of the offer of employment and all the accompanying annexures, on the date of joining.

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

Yours sincerely,

Sushanth Tharappan
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer of employment.

Date: _____, 20____

Sign your name

Insert your name Location

Annexures: Compensation Details (Annexure I)
Customer Connection Agreement (Annexure II)
Confidentiality and Intellectual Property Rights Agreement (Annexure III)
List of Documents (Annexure IV)

Signature Not Verified

Digitally signed by: SUSHANTH
MICHAEL THARAPPAN
Date: 2024.10.08 15:12:16 IST
Reason: Digitally Signed
Location: Bangalore


Registrar
The IIHMR University
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ANNEXURE - I

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Shreya Agrawal			
ROLE	Associate Consultant			
ROLE DESIGNATION	Associate Consultant			
1. MONTHLY COMPONENTS				
BASIC SALARY			31,880	
BASKET OF ALLOWANCES			20,136	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			6,057	
MONTHLY SALARY			58,073	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			319	
FIXED SALARY (1+2)			58,392	
3. PERFORMANCE BONUS			Performance Bonus Amount as mentioned in Clause	
PERFORMANCE BONUS			7,083	
TOTAL GROSS SALARY (INCLUSIVE OF PERFORMANCE BONUS) (1+2+3)			65,475	
4. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			3,826	
GRATUITY - 4.81% of Basic Salary*			33	
COST TO COMPANY (1+2+3+4)			70,834	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	Fifty Thousand (without security)	@7%	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The Company in its sole and absolute discretion can restructure the components of the Fixed Salary, without changing the Total Fixed Salary. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act or the Code on Social Security, 2020, as may be applicable.				

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ANNEXURE - II
CUSTOMER CONNECTION AGREEMENT

I _____ accept employment with Infosys Limited ("**Infosys**").

I hereby acknowledge and agree that, for a period of six (6) months following the termination (whether voluntary or involuntary) of my employment with Infosys for any reason, I will not work for or provide any services to a Customer, either directly or indirectly in any Capacity.

For the purposes of this Customer Connection Agreement ("**Agreement**"):

"**Capacity**" shall include working for or providing any services as an agent, consultant, director or employee to the Customer and/or to any contractor or any supplier of the Customer.

"**Customer**" means any person, firm or entity or its affiliates or its successors-in-interest, who is a client of Infosys and/or its affiliates and with whom I had worked or dealt in a professional capacity at any time during the twelve (12) months immediately preceding the termination of my employment with Infosys.

Employee Signature:

Employee Name: Shreya Agrawal

Acknowledged by Infosys Limited:

Sushanth Tharappan
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by SUSHANTH
MICHAEL THARAPPAN
Date: 2024.10.09 15:12:16 IST
Reason: Digitally Signed
Location: Bangalore


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ANNEXURE - III

CONFIDENTIALITY AND INTELLECTUAL PROPERTY RIGHTS AGREEMENT

This Confidentiality and Intellectual Property Rights Agreement (hereinafter referred to as "**Agreement**") is entered into on October 14, 2024 (hereinafter referred to as "**Effective Date**"), at F-287, Karampura, New Delhi-110015 by and between:

Infosys Limited, having its registered office at No. 44, Hosur Road, Electronics City, Bengaluru, Karnataka (hereinafter referred to as the "**Company**")

AND

Shreya Agrawal, residing at F-287, Karampura, New Delhi-110015 (hereinafter referred to as "**Employee**")

RECITALS

1. The Company and the Employee are entering into, an employment relationship.
2. In the course of that relationship, the Employee may gain access to or use confidential information and other valuable and protectable information of the Company and its customers, suppliers or vendors.
3. The Employee agrees to deal with confidential information in accordance with the terms of this Agreement.

In consideration of the employment provided by the Company and other mutual promises and agreements contained herein below, the receipt and sufficiency of which are hereby acknowledged, the Company and the Employee agrees as follows:

1. CONFIDENTIAL INFORMATION

1.1 Confidential Information means and includes non-public information and information which is confidential including proprietary information and other information related to the business of the Company, its affiliates or any third parties with which the Company associates such as customers, suppliers, whether or not such information is expressly marked or designated as confidential information and includes but is not limited to:

(a) trade secrets; financial information; contracts; technical data; business data; customer lists, supplier lists; information relating to the management, personnel, strategies or policies of the Company and systems processes, methods, pricing and products of the Company.

(b) Information created or developed by the Employee in the course of employment with the Company, including the strategies, correspondence, reports, articles and other documents, artwork plans, designs, software and discoveries.


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(c) information supplied by, relating to or confidential to any other persons.

(d) information that has an actual or potential value to the Company, where the Employee has received, created or developed that information: (i) in the course of employment with the Company (whether or not prior to the date of this Agreement); or (ii) as a result of, or aided by, the existence of an employment relationship with the Company or any of its related body corporates, whether existing or having ceased to exist.

(e) any information which could be reasonably expected to be considered as confidential.

(f) any copies, summaries or notes of confidential information and any other materials incorporating, or derived from, confidential information.

1.2 Confidential information does not include any information that is, or becomes, public knowledge without any fault of the Employee.

3 The Employee's obligations under this Agreement shall cease to apply in respect of any confidential information the disclosure of which is required under the applicable law in force or pursuant to a valid order of a court of competent jurisdiction or an authorized government agency, provided that the disclosure does not exceed the extent of disclosure required by such law, regulation, or order.

2. CONFIDENTIALITY OBLIGATIONS

2.1 The Employee agrees and acknowledges that during the course of her employment with the Company, the Employee shall use and have access to confidential information that are not a matter of public record, solely by virtue of her employment and for the purpose of enabling the Employee to discharge her obligations towards the Company as an employee.

2.2 The Employee agrees and acknowledges that the confidential information will not be disclosed by him to any person without the prior written approval of the Company. The Employee must not disclose confidential information to another employee of the Company except on a need-to-know basis and only with the prior approval of the reporting manager of the Employee.

2.3 The Employee agrees to maintain strict confidentiality in respect of all the confidential information both during his/her employment and subsequent to his/her employment with the Company.

2.4 The Employee must take all reasonable precautions to prevent an unauthorised disclosure of confidential information, including the following:

(a) the Employee must at all times store confidential information safely and securely; and

(b) the Employee must not remove confidential information from the premises at which it is stored except where it is necessary to do so.

2.5 The Employee agrees to assist in any legal proceedings initiated to protect confidential information.


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2.6 The Employee shall, upon termination of her employment or at the request of the Company, immediately deliver all media embodying confidential information that is in the Employee's possession, custody or control, without retaining a copy of the same.

2.7 The Employee agrees to comply with any other reasonable obligations relating to confidential information, as required from time to time by a customer or supplier or vendor of the Company.

3. INTELLECTUAL PROPERTY RIGHTS

3.1 The Employee further agrees that all copyright, ownership and intellectual property rights in any work of any nature carried out by him during the course of her employment with the Company shall vest with and remain with the Company, customer, or supplier as the case may be. The Employee agrees that she will not be entitled to claim any right, title or interest therein, including moral rights. In the event it should be established that such work does not qualify as a 'Work Made for Hire', the Employee agrees to and does hereby assign to Company all of her right, title, and interest in such work product including, but not limited to, all copyrights, patents, trademarks, and other proprietary rights which relate in any way to the business or contemplated business, research, or development of the Company. The Employee further acknowledges and agrees that the Company may, in its sole discretion, assign to third parties all such intellectual property rights.

3.2 The Employee agrees that she shall not disclose to any person all or any part of the intellectual property rights in any work of any nature carried out by him during the course of her employment, belonging to the Company, customers, or suppliers as may be the case. The Employee agrees to maintain strict confidentiality in respect of all such intellectual property rights both during her employment and subsequent to her employment with the Company.

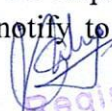
3.3 Both during the term of this Agreement and thereafter, the Employee agrees to fully cooperate with the Company in the creation, establishment, protection and enforcement of any intellectual property rights that may derive as a result of the services performed by him under the terms of this Agreement. This shall include executing, acknowledging, and delivering to the Company all documents or papers that may be requested by the Company to enable the Company or customers, or suppliers of the Company to create, establish, publish or protect said intellectual property rights.

3.4 If requested by the Company, the Employee agrees to promptly return to the Company all materials, writings, equipment, models, mechanisms, and the like obtained from or through the Company, including, but not limited to, all confidential information, all of which the Employee recognizes is the sole and exclusive property of the Company.

4. GENERAL

4.1 Survival: The Employee's obligations under this Agreement shall survive indefinitely, notwithstanding any termination of the Employee's relationship of employment with the Company.

4.2 Notification to new employer: In case the Employee leaves the employment of the Company, she hereby acknowledges and grants consent to the Company to notify to her new employer about her rights and obligations under this Agreement.


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4.3 Non Solicitation of other employees: The Employee hereby acknowledges and agrees that for a period of 12 (twelve) months immediately following the termination of her relationship with the Company for any reason, whether with or without cause, she shall not either directly or indirectly solicit, induce, recruit or encourage any of the Company's employees to leave their employment, or take away such employees, or attempt to solicit, induce, recruit, encourage or take away employees of the Company, either for himself or for any other person or entity.

4.4 Notification to the customer: In case the Employee's employment with the Company is terminated (whether by the Company or by him), or her engagement with a particular customer is terminated or changed by the Company, the Employee hereby acknowledges and agrees that the Company shall be solely responsible for notifying the concerned customer of the Company of the fact, timing, and details of such termination or change.

In addition, in the event that the Employee decides to terminate her employment with the Company, the Employee acknowledges and agrees that she will first notify the Company of her resignation before discussing it with any customer of the Company, and will desist from any such discussions until the Company has had a reasonable period of time to notify its customers of the same.

4.5 Ability to enter into Agreement: The Employee hereby represents and warrants to the Company that she is not a party to or otherwise bound by any agreement that may, in any way, restrict her right or ability to enter into this Agreement or otherwise be employed by the Company. Additionally, the Employee hereby acknowledges and agrees that she will not reveal to the Company, or otherwise utilize in her employment with the Company, any proprietary trade secrets or confidential information of any previous employer.

4.6 Rules and Regulations of the customer and the Company: The Employee acknowledges that during the course of her employment with the Company, she may be deputed on specific project/projects of customers. The Employee hereby agrees that during such deputation she will fully, punctually and to the satisfaction of the Company and such customers comply with all the rules and requirements relating to non-disclosure, confidentiality, security checks and procedures or any other related matters, as may be prescribed by such customers.

The Employee further agrees to strictly and conscientiously abide by the rules, regulations and security policies related to network security both at the Company and at customer sites. The Employee agrees to adhere to the specific security measures at the customer sites unequivocally and to the satisfaction of the Company and the customers.

4.7 Governing Law: This Agreement shall be governed by the laws of India. The Company and the Employee hereby agrees to the exclusive jurisdiction of the courts in Bangalore, India.

4.8 Waiver: The waiver by the Company of any breach of any term of this Agreement will not prevent the Company from subsequently enforcing that term and it will not be deemed a waiver of any subsequent breach.

4.9 Severability: If any word, phrase or clause of this Agreement is held to be void, illegal or unenforceable, that word, phrase or clause shall be deemed to be severed without affecting the operation of the remainder of this Agreement. All overlapping obligations in this Agreement are intended to operate cumulatively and to bind the parties, subject to the severance of any obligations held to be void, illegal or unenforceable.


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4.10 Interpretation: In this Agreement:

- (a) words in the singular include the plural and vice versa; and
- (b) a reference to a person includes a reference to a body corporate, unincorporated association, statutory or other authority, partnership or any other entity.

4.11 Cumulative obligations: The Employee's obligations under this Agreement are in addition to, and do not limit or detract from, any duties or obligations owed by the Employee to the Company under any applicable law, in equity or otherwise.

4.12 Remedies: The Employee hereby agrees that the Company may initiate appropriate legal action against him for the breach of any of the terms of this Agreement, and to recover the costs of such legal action, including all damages and legal fees.

Employee Signature: Employee

Name: Shreya Agrawal

Acknowledged by Infosys Limited:

Sushanth Tharappan
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by SUSHANTH
MICHAEL THARAPPAN
Date: 2024.10.08 15:12:16 IST
Reason: Digitally Signed
Location: Bangalore


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ANNEXURE - IV

LIST OF DOCUMENTS TO BE SUBMITTED AT THE TIME OF JOINING

- (a) Class 10 (or equivalent) marks sheet(s);
- (b) Class 12 (or equivalent) marks sheet(s);
- (c) Graduation marks sheet(s);
- (d) Graduation degree certificate/provisional degree certificate;
- (e) Post Graduation marks sheet (if applicable);
- (f) Relieving letter and experience certificate from all your previous employer (applicable only in case you have been previously employed);
- (g) First and last page of the passport (if you don't have a passport, kindly apply immediately);
- (h) Registration Number with the National Skills Registry (also known as ITPIN)/National Skills Registry Card;
- (i) Permanent Account Number ('PAN') Card* (Please note that under the Income Tax Act, 1961, furnishing of PAN to the employer is mandatory).
- (j) Passport size photographs

*Your PAN is required for calculating the income tax on your salary. If you fail to provide your PAN, the Company will deduct TDS (tax deducted at source) at higher rates, as per applicable law.


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ANNEXURE - IV

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From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent on: Saturday, May 4, 2024 8:04:04 AM
To: Anita Thapa <anitathapa@iihmr.edu.in>
Subject: FW: Provisional Offer Letter_ Torrent Pharmaceuticals Ltd., Sikkim

From: AnitaRai@TorrentPharma.com <AnitaRai@TorrentPharma.com>
Sent: Saturday, December 23, 2023 12:39:36 PM
To: Shreya Sikdar <shreyasikdar.pm14@iihmr.in>
Cc: SureshRoy@TorrentPharma.com <SureshRoy@TorrentPharma.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: Provisional Offer Letter_ Torrent Pharmaceuticals Ltd., Sikkim

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 Shreya Sikdar,

Congratulations on being offered for position of '**Executive Trainee – SCM - PPC**' with Torrent Group. As discussed, would like you to join us by July 2024 on submission of your final results.

We shall issue you the Appointment Letter on same day.

Kindly ensure to bring following documents (photocopy) along with original copies at the time of joining for maintaining your service record file.

1. Qualification certificate & mark-sheet (SSC, HSC, Degree and above - *all year marksheets*)
2. Birth-date proof
3. Passport size and Stamp size color photographs (Self 4 nos and nominee 4 nos.)
4. PAN card, Adhar card & Driving License
5. Residential proof (Current and Permanent)
6. Police Verification Certificate
7. Two Reference Certificates (obtained from other than your Relatives & Friends)

Please note that the above mentioned offer is subject to clearance of your all semesters and result submission.

Kindly revert with your acceptance.

Anita Rai
Assistant Manager | HR | Sikkim Plant - 1
T: +91 9735965552, Ext: 106
32 No. Middle Camp, | Gangtok | East District, Sikkim - 737135


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Placements

From: ShivaniMahadkar@TorrentPharma.com
Sent: 16 October 2023 16:32
To: Placements
Cc: NehaShah@Torrentpharma.com; AmrutaPatnaik@TorrentPharma.com
Subject: RE: IIHMR University, Jaipur student details and resume for Torrent Pharma

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

Hi Priyanka,

Trust you are doing well.

This has with reference to the Campus placement of students having specialization in Pharma MBA .

Request you to share list of interested students pass out from batch 21-23 for recruitment of current year & batch 22-24 for recruitment of next year.

Please find JD below.

Job Requirement Details:

Company Name: Torrent Pharma

Company Website: www.torrentpharma.com

Designation: ET (Executive Trainee)

Designation on Confirmation after 1 year – Product Executive

Department : Marketing PMT (Product Management Team)

Experience Required: NA

Job Location: Corporate Office, Ahmedabad

Job Profile consisting of : Pharma Marketing, Brand Planning, Brand Management / Product Management

Remuneration (Specific Amount): Rs. 4.00lpa on joining, 4.75lpa on confirmation

Specialization : Pharma MBA. Students having science background (B.Pharma, B.Sc., Chemical Eng.) is must.

Shivani Shah

Manager | HRD | Corporate Office

M: +91-7069000208, T: 91-79-26599000, 91-79-26582100, Ext: 9208

Torrent House | Off. Ashram Road, | Ahmedabad - 380009



www.torrentpharma.com


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

Anita Thapa

From: N Satheeshkanna
Sent: 25 September 2023 10:33
To: Anita Thapa
Subject: FW: INFOSYS :: IIHMR | Offers | Final Placements | 2023-24

From: Raveena . <raveena02@infosys.com>
Sent: Friday, September 22, 2023 5:38 PM
To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>
Cc: N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Harshita <harshita09@infosys.com>; Pranjal Dixit <pranjal.dixit01@infosys.com>
Subject: INFOSYS :: IIHMR | Offers | Final Placements | 2023-24

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

Dear Vinod,

The offer details for the selected candidates are given below. Please extend our congratulations to the offered candidates. We look forward to onboarding them soon at Infosys!

S. No.	Candidate Name	Status (Offer/Hold)	Unit	Job Role	CTC (in LPA)
1	Shubham Soni	Offer	LS	Analyst - Business Consulting	8.5
2	Preeti Misal	Offer	LS	Analyst - Business Consulting	8.5
3	Nitisha Nitin Patel	Offer	LS	Analyst - Business Consulting	8.5
4	Diksha Agrawal	Offer	LS	Analyst - Business Consulting	8.5
5	Priyanshu Mehta	Offer	LS	Analyst - Business Consulting	8.5
6	Shriyani Roy	Offer	LS	Analyst - Business Consulting	8.5

Please note:

- These offers are extended subject to the information provided by candidates on their application forms on the day of the selection process. Any intentional or unintentional falsification of this information, if identified at a later stage, may lead to offer cancellation.
- Selected candidates should have no location constraints.
- Please advise all candidates to maintain their final CGPA/percentage marks at par with (or higher than) their CGPA on the day of the selection process, as mentioned in their application forms.
- Work experience for candidates has been considered based on the below factors only, in case at a later stage if any discrepancy is found in the BGV, the same will impact the CTC for the candidates.

All of these 3 things are mandatory for the work experience to be valid:

- Salary must be getting credited in a bank account every month
- Form 16 for the period should be available
- PF account should be there

In response to this mail, request you to share an explicit consent of offer acceptance by all offered candidates with an understanding that these candidates will no longer be a part of any other placement process at your institute.

Would like to sincerely thank you for all the warmth & support extended to us in conducting the event smoothly. We look forward to a long and enduring relationship with your institute.

Regards,
Raveena Khanna


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

440



HRID/1007538912/24-25

Ms. Shriyani Roy
C-547 Chitranjan Park,
Kalkaji,
Delhi-110019
India

Ph: +91-9650888662

Dear Shriyani,

Congratulations! We are delighted to make you an offer as **Analyst - Business Consulting** and your role is **Analyst - Business Consulting**.

Here are the terms and conditions of our offer:

Joining Date

Your scheduled date of employment with us will be **July 22, 2024**.

Location

Your location for employment is **Gurgaon**, Tower- B Uniworld Towers, Sector 48 Village - Tikri Gurgaon 122001 India.

You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

INFOSYS LIMITED
Tower- B
Uniworld Towers, Sector 48
Village - Tikri
Gurgaon 122001
India

Corporate Office:
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited


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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

10/11/2023

Ref. No: - OL/CRPL/23-24

To,
Mr. Shubham Agarwal
1, Prabhu Dayal Marg, Nr. Sangner Airport,
Maruti Nagar, Jaipur - 302029
Rajasthan

Dear Mr. Shubham Agarwal,

As per personal discussion with you we have pleasure in offering you the post of **Management Trainee at Ahmedabad-HO** 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. Your annual **Cost to Company (CTC)** will be **INR 5,50,000.**

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.

Brijesh Shah

BRIJESH SHAH
ASSOCIATE VICE PRESIDENT-HR & ADMIN

- This offer letter is issued on the basis of details provided by you in your CV. If any time it is found that you have misrepresented or hidden any fact about you, your services will be terminated immediately.
- We would like to inform you that your remuneration package is strictly confidential between you and organization. Any breach of this confidential information on your part would be viewed seriously.
- Please send your acceptance letter and your resignation letter from current job within 7 days of receiving this letter. In case of non-receipt of above documents this offer letter will stand cancelled.
- An amount Of Rs.10000/- will be paid by you to the company if you resign from the company within 6 months of undergoing the training.
- You will be eligible for prorata base increment for the current year only when you join us before 1st September of that current year.
- As an organizational policy we do not reimburse notice period of an incoming candidate. We request you to consider accordingly while you negotiate your reliving date with your existing company.
- I have read, understood and accepted above terms and conditions. I agree to abide by them.
- I will join my duties from (Date):- _____

Signature of employee

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

Ref. No. – GCP2384/07/03

Date: 07/03/2024

To,
Mr. Shubham Saini
Mohalla Khail Kandhla ,
Shamli (UP)
Mobile No: 7300845800
Email:- shubhamsaini.pm@gmail.com

Dear Mr.Shubham Saini,

With reference to your application and subsequent interview you had with us, we are pleased to offer you employment in our organization as “**Product Executive**” in the **Galcare Pharmaceuticals P. Ltd.** In **Galcare Division** Based at **H.Q.: Jaipur**. Your annual CTC has been discussed and mutually agreed is **Rs. 4.0 lac**, the details of which will be given in the letter of appointment.

You are expected to join on **16th Mar, 2024**. In case you do not report for duty at assigned HQ on expected date, this offer shall be deemed to be cancelled / revoked and you shall be solely responsible for cost and consequences thereof.

On your joining the Company, you are required to submit the following documents:

1. Duly completed and signed Employment Form along with 2 latest Photographs.
2. Copy of Birth Certificate/ Age Proof
3. Copy of Graduation Certificates/ Mark-sheets
4. Copy of PAN Card
5. Copy of Address Proof (Present and / or Permanent)
6. Cancelled Cheque
7. Aadhaar Card
8. Resignation Letter/ Resignation Acceptance Letter / Experience letter, Pay slip and appointment letter of previous company, if employed
9. Duly acknowledged copy of this offer letter

Kindly submit all required documents within five days of your date of joining, failing which your joining will be considered only the date we receive your documents or the offer shall be cancelled, the case may be thereof.

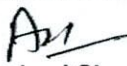
A format of appointment letter showing the detailed terms and conditions of your employment will be given to you on your joining the services.

Please sign and return the scanned copy of this offer letter as a token of your acceptance of the same.

We look forward to welcoming you to our organization.

With best wishes,

Yours sincerely,
For **GALCARE PHARMACEUTICALS PVT.LTD.**


Authorised Signatory.

I accept the offer (Candidate's Signature & Date)

Reg. Office: 77, Basement, S. B. Vihar, Swej Farm, New Sanganer Road, Jaipur-302019 / PH: +91 141-2292901

Corporate office: RCL-11, R.No.3, G.I.D.C., Pandesara, Surat-395003 | PH.: +91 9033218600, +91 2613139345 (3), FAX.: +91 2613139345


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



Navigate your next

May 16, 2024

HRD/COV/1007538791/24-25

Mr. Shubham Soni
Azad Chowk, Purani Basti,
Ganesh Prasad Masuraha Ward,
Katni-483501
India

Ph: +91-7073183752

Dear Shubham,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! At Infosys, we are guided by our purpose to amplify human potential and create the next opportunity for people, businesses and communities. None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

Sushanth Tharappan
EVP and Head Human Resources - Infosys Limited

INFOSYS LIMITED
IL Pune SEZ Developers
Plot no 24/3
Rajiv Gandhi InfoTech Park
Hinjewadi, Taluka Mulshi
Pune 411 057, India
T 91 20 2293 2800

Corporate Office:
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

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



Navigate your next

May 16, 2024

HRD/1007538791/24-25

Mr. Shubham Soni
Azad Chowk, Purani Basti,
Ganesh Prasad Masuraha Ward,
Katni-483501
India

Ph: +91-7073183752

Dear Shubham,

Congratulations! We are delighted to make you an offer as **Analyst - Business Consulting** and your role is **Analyst - Business Consulting**.

Here are the terms and conditions of our offer:

Joining DateYour scheduled date of employment with us will be **July 22, 2024**.**Location**

Your location for employment is **PUNE**, IL Pune SEZ Developers Plot no 24/3 Rajiv Gandhi InfoTech Park Hinjewadi, Taluka Mulshi Pune 411 057, India.

You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

INFOSYS LIMITED
IL Pune SEZ Developers
Plot no 24/3
Rajiv Gandhi InfoTech Park
Hinjewadi, Taluka Mulshi
Pune 411 057, India
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Probation and Confirmation

You will be on probation for a period of six months from the date of joining us. On successful completion of your probation, you will be confirmed as a permanent employee of Infosys Limited. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet at Annexure - III.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of leave annually, during probation. On confirmation, you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Compensation and Benefits

Salary

Your Fixed Gross Salary will be **INR 63,751** per month and Total Gross Salary inclusive of Performance Bonus (at an indicative payment of 100%) will be **INR 70,834** per month. The break-up of your salary has been provided in the Compensation Details sheet at Annexure - I.

Performance Bonus

You will be eligible to participate in the Company's discretionary Bonus Plan. Your maximum Performance Bonus (at a payment of 100%) is **INR 7,083** per month. This payment of your Bonus can vary from 0% to 100% depending on individual, group and Company performance.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at **20%** of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2024-25 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans.

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Page 2 of 7


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National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - III for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Titanium, Platinum and Gold). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 8,200,000** of which **INR 4,200,000** is covered towards natural death, and **INR 4,000,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 325**.

The details of the Scheme would be available to you when you join the Company.

Notice period

You will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

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Page 3 of 7


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Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet sparsh. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure II).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

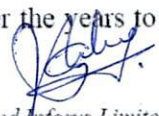
This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining

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

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Page 4 of 7


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Near Sanganeer Airport, Jaipur-302029

Yours sincerely,

Sushanth Tharappan
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your name

Enclosures: Non-Compete Agreement (Annexure II)
Information Sheet (Annexure III)



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Near Sanghvi Airport, Jaipur-302020

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Page 5 of 7

ANNEXURE - I

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Shubham Soni			
ROLE	Analyst - Business Consulting			
ROLE DESIGNATION	Analyst - Business Consulting			
1. MONTHLY COMPONENTS				
BASIC SALARY				31,880
BASKET OF ALLOWANCES				20,136
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				6,057
MONTHLY GROSS SALARY				58,073
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				319
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				3,826
GRATUITY - 4.81% of Basic Salary*				1,533
FIXED GROSS SALARY (1+2+3)				63,751
4. PERFORMANCE BONUS				At indicative Payout of 100%
PERFORMANCE BONUS				7,083
TOTAL GROSS SALARY (Inclusive of Performance Bonus)				70,834
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	Fifty Thousand (without security)	@7%	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

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Page 6 of 7

Annexure - II
Non Compete agreement

I, _____ do hereby acknowledge and confirm the following:-

(1) I am accepting employment with Infosys Limited ("Infosys"). Now, as per the presents below, I agree to the following terms herein, and acknowledge that this is a material condition of my employment with Infosys Limited.

(2) I am required, on behalf of Infosys, to provide services to, or solicit business from, various clients of Infosys for whom I performed services as a Company employee (each such client hereinafter referred to as a "Customer").

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys for any reason, I will not:

a. accept any offer of employment from any Customer, where I had worked in a professional capacity with that Customer in the twelve (12) months immediately preceding the termination of my employment with Infosys;

b. accept any offer of employment from a Named Competitor of Infosys, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys.

For the purposes of this Non-Compete Agreement, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:-

- i. Tata Consultancy Services Limited
- ii. Accenture Limited
- iii. International Business Machines Corporation
- iv. Cognizant Technology Solutions Corporation
- v. Wipro Limited

Place: _____ Employee Signature: _____
Date: _____ Employee Name : Mr. Shubham Soni

Acknowledged by Infosys Limited:


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

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Page 7 of 7

Date: 11/03/2024

To,

Mr. Siddhant Wankhade
Nanaji Nagar, satone layout,
Sawangi (Meghe) Wardha, Maharashtra.
Maharashtra PIN code: 442001.
Email Id: siddhantwankhade18@gmail.com

Offer Letter

Dear Mr. Wankade,

With reference to our discussions & your interview with us, we are pleased to offer you an exciting career in our organization as **"Management trainee - Sales and Marketing"**. You will be part of the **"Sales and Marketing"** team in your normal course of work. Your reporting manager will be **"Mahesh Joshi – RBM Mumbai"** with parallel reporting to the Marketing team, based on the future needs your reporting may change. Your posting will be presently at **"Pune"**. However, it is understood that based on business needs or exigencies, if required, you will be flexible to work out of alternate locations.

Your fixed Cost to Company (CTC) will be **Rs. 4,50,700/- (Rupees Four Lakhs Fifty Thousand Seven Hundred Only)**.

Your appointment is subject to you being found medically fit and on the understanding that all the details mentioned by yourself in the job application are correct and complete in all respects.

Your Notice Period during the period of probation will be **15 days** and post confirmation of your services it will be **One (1) month**.

On the date of joining, you are required to submit:

1. Passport size photographs – (3)
2. Education Certificates (Highest Qualification)
3. Copy of PAN Card, Address Proof, Aadhar Card (Original for Verification)
4. Relieving Letter of previous employers & resignation acceptance copy from your current employer and Payment/Salary Slip for Last 3 months.
5. Cancelled cheque of your savings account
6. Form 16 of the previous financial year

Your date of joining as agreed between us shall be on or before **1st April 2024**. In any case your date of joining changes, you must keep us updated on the same. We look forward to welcoming you to our growing family. Kindly sign and return a copy of this offer letter as a token of your acceptance.

We welcome you to the **Ataraxia** family and look forward to your significant personal and professional growth during your association with us.

With Best Wishes,



Mr. Ajinkya Dalal – Chief Executive Officer
Ataraxia Life Pvt. Ltd.



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

Wabi Sabi Aurangabad, Opposite Bank of Baroda, Beed Bypass Rd, Near
Maske Petrol Pump, Aurangabad, Maharashtra 431005
Email: hr@ataraxialife.in; marketing@ataraxialife.in

Please Note This offer is valid for a period of 48 hours from date of issued, post which it stands revoked.

NB:

1. The company reserves the right to conduct a professional reference check on your previous employment(s).
2. The company reserves the right to ask you to undergo a pre-employment medical examination if so needed.
3. It is understood that all documents & credentials provided by you is true and genuine, based on which this offer has been made to you.
4. This CTC is subject to a TAX deduction

I have read this letter and fully understood the terms and conditions of my services and I accept the same without any reservations.

With the signature below, I accept this offer of employment.

NAME

DATE



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

Mr. Siddhant Singh
Add-241, Raghunath Jew Lane
PS-Purighat, PO-Telenga Bazar
Cuttak, Odisha-753009

OFFER LETTER

Dear Siddhant,

With reference to your interview and subsequent discussions, we are pleased to offer you the position of **Product Executive** in Triage Meditech Pvt. Ltd., for the assigned territory of **New Delhi (HQ)**. The agreed terms and conditions are as follows:

Your date of joining will be on **8th April, 2024 (as agreed upon)**, after that the offer will be considered as null and void or may be reconsidered subject to company decision.

You are paid a annual salary of INR 5,00,000/-

On the day of your joining, you are required to submit below mentioned documents:

- Signed copy of offer letter
- Copy of all supportive documents mention in your cv (qualification certificates, mark sheets & recognition certificates)
- Offer letter, appointment letter, resignation letter & relieving letter along with 3-month salary slips supported by your bank statement from previous company.
- Address & ID proof (Voter ID, DL, PAN card, Aadhar card, Passport). Phone number attached with aadhar card
- 03 passport size photographs.
- Bank Account details along with a cancelled cheque.
- Covid19 vaccination certificate
- Fitness Certificate (communicable & contagious diseases)
- Non-Compete agreement (an annexure of Appointment letter)

It is considered that the information provided by you at the time of interviews and in your resume along with the copies of your supported documents are true. Subject to your background verification (As per the company policy), appropriate action would be taken if there is any mismatch in your claims.

You will be on probation period for a period of six months from the date of joining and your probation period may be extended at the sole discretion of the management based on your periodic assessment. During the probation period company may terminate your services by giving you up to 7 days' notice for any negligence, malpractice or any non-compliance in company rules/ regulation & policies. Company may also impose penalties for the damages incurred due to your unlawful act.

Your employment would be subject to the Terms & Conditions, mentioned on your appointment letter, which will be issued to you after joining or may change as per the updates in the company policies.

Your salary will be reflected directly on to your bank account by 10th of every month.

Please sign a copy of this offer letter as token of your acceptance with the above terms and conditions. We are wishing you a successful and long association with Triage Meditech Pvt Ltd.

For Triage Meditech Pvt Ltd.


Nisha Mishra
Assistant HR Manager


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





Personal and Confidential

Date of Issue: 13th May 2024

Sidharth Choudhary

Subject: Offer of employment

Dear Sidharth Choudhary,

This has reference to your application for employment and the discussions we have had in the recent past. We are pleased to offer you the position of **Territory Sales Executive** with AICE Health Care Private Limited and you will be based out of **Chandigarh**.

Your total compensation cost is **INR 4,97,428/-** per annum as detailed in the table below.

Components	Per Annum	Per Month	Remarks
A - Earnings			
Basic plus DA	140,002	11,667	40% of Monthly Earnings
House Rent Allowance (HRA)	56,001	4,667	40% of Basic plus DA
Medical Allowance	15,000	1,250	Standard Rupees 1,250/-
Travel Allowance	12,000	1,000	Standard Rupees 1,000/-
Conveyance Allowance	19,200	1,600	Standard Rupees 1,600/-
Other Allowance	107,802	8,983	Management Discretion
Gross Salary - Annually	350,004	29,167	Gross Salary - Monthly
B - Variable Pay			
Performance Linked Incentive	100,000	8,333	Paid Annually on 100% Achievement
C - Benefits & Contributions			
Employer PF Contribution	21,600	1,800	As per applicable laws
Gratuity	5,824	485	4.16% of Basic + DA
Mediclaime - Insurance	20,000	1,667	Management Discretion
Sub- Total	47,424	3,952	Management Discretion
Annual CTC (A+B+C)	497,428	41,452	Monthly CTC (A+B+C)

NOTE:

- 1) PF of employees part will be deducted as per applicable law.
- 2) Medi-claim Insurance and Gratuity will be administered as per the company policy.
- 3) Employee need to declare their saving plan for the financial year to compute the Individual tax for the financial year.
- 4) The above mentioned CTC is applicable for all current and future laws which is applicable to you from time to time.
- 5) As per the organisational requirement, the management reserves the right to change any of your compensation structure/Component/Distribution amount, at any point in time, without disturbing the overall employee CTC.
- 6) Performance-linked incentives and bonuses, if applicable, will be based on both individual and organizational performance. Any performance incentives earned during the probationary period will be consolidated and paid out in a lump sum after successfully completing the probation.

On the day of joining, you would be provided with a detailed Appointment letter outlining the terms and conditions. This offer is conditional upon completion of satisfactory reference checks, and documentation process. To confirm your acceptance of this offer, kindly sign and return the copy of this letter by **May 14th 2024**, **indicating your preferred joining date**. Once we receive your acceptance, we will provide you with further details about your onboarding and orientation process.

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

Registered Office

AICE Health Care Private Limited, #363, 19th Main, Rajajinagar 1st Block, Bangalore - 560 010, INDIA

CIN: U85100KA2017PTC099512 Website: www.aicehealthcare.com



We are confident that you will make significant contribution to the team, and we are excited to have you join us.

For AICE Health Care Private Limited.,

Authorised Signatory

Employee Declaration

I hereby confirm my acceptance of the terms and conditions outlined herein, and I commit to adhering to them accordingly.

Sidharth Choudhary

Signature _____

Date _____

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Near Sangner Airport, Jaipur-302029

Registered Office

AICE Health Care Private Limited, #363, 19th Main, Rajajinagar 1st Block, Bangalore - 560 010, INDIA
CIN: U85100KA2017PTC099512 Website: www.aicehealthcare.com



Documents Checklist – New Employee India

Pre -Joining Documentation

1	Highest Qualification Marksheet and Pass Certificate
2	Aadhaar Front and Back
3	Diploma / Certifications (only for those who has additional certifications, if any)
4	Passport Photo
5	Relieving Letter/ Experience Certificate of your previous employer. (Not Applicable for fresher)
6	Last three Months Payslip from your previous Organisation. (Not Applicable for freshers)
7	Offer letter to be signed and shared.

Post -Joining Documentation

1	Appointment Letter to be signed and shared.
2	Form F (Gratuity Form to be filled, signed and shared)
3	Assets Declaration form to be signed and shared.
4	Form 11 (PF form to be filled signed and shared)


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Registered Office

AICE Health Care Private Limited, #363, 19th Main, Rajajinagar 1st Block, Bangalore - 560 010, INDIA
CIN: U85100KA2017PTC099512 Website: www.aicehealthcare.com

Placements

From: Sidharth Choudhary <sidharthchoudharysc98@gmail.com>
Sent: 13 May 2024 17:17
To: Placements
Cc: Vinod Tejwani; N Satheeshkanna
Subject: Fwd: Offer letter-AICE Healthcare
Attachments: Document Checklist- AICE.pdf; Sidharth Choudhary - Offer letter AICE.pdf

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

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

From: Sanchayita Lahkar <s.lahkar@skypharma.com>
Date: Mon, 13 May 2024, 3:31 pm
Subject: Offer letter-AICE Healthcare
To: sidharthchoudharysc98@gmail.com <sidharthchoudharysc98@gmail.com>
Cc: Aji Chacko <ajichacko@aicehealthcare.com>, Prashar, Rohit <rohit.prashar@aicehealthcare.com>, Chawla, Madhav <madhav.chawla@aicehealthcare.com>, Sandeep Thakur <sandeep.thakur@aicehealthcare.com>

Dear Sidharth,

Greetings!

Congratulations on your offer from AICE Healthcare!

We are pleased to extend the **Territory Sales Executive** position to you, located in **Chandigarh**. Please let us know your **preferred start date**.

Attached is your comprehensive offer letter, and if you decide to accept, kindly respond with an acceptance along with the **signed copy of the offer** and the **pre-joining documents** as per the checklist.

We would connect on the day of your for completing post joining and onboarding formalities.

Feel free to reach out if you have any questions or concerns.


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Near Sanganer Airport, Jaipur-302029

We eagerly anticipate your response and are hopeful that you will become a valuable member of our team!

Regards,

Sanchi

Human Resources



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Please consider the environment before printing this e-mail


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Near Sanganer Airport, Jaipur-302029

DATE: 13-09-2023

Dear Simran Sharma,

Congratulations!!

Further to your internship with our firm, we are happy to extend an offer of employment as **Management Trainee** in our firm.

Ther terms of the offer are as follows: -

1. The position will be located out of Bangalore for the initial 6 months.
2. For the first 3 months of employment, you would be paid a consolidated stipend of Rs 25k/month + Travel expenses as per company policy.
3. Thereafter your compensation will be Rs. 5Lacs/Annum + 2 Lacs variable pay + Travel allowances as per the company policy with designation of **Marketing Executive** in any specialised department of Sales & Marketing
4. You will be posted at **Bangalore/Jaipur** post initial 6 months of service
5. You will be required to sign a bond to be associated with the organisation for 18 months on your appointment as **Marketing Executive**.

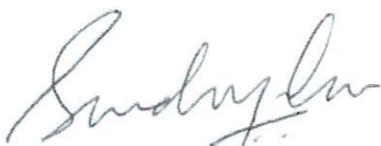
You will use **Confidential Information** only in connection with your assigned activities/project and **WILL KEEP IT CONFIDENTIAL**. "Confidential Information" means all information, in any form, relating to Winglobe and furnished to or obtained by you during your duration of activities, including, without limitation, information about current, former, or prospective customers, budget and other financial data, cost information, discounts, product or service plans and strategies, marketing information, technical data and research, trade secrets, and know-how. Confidential Information does not include information that is generally available to the public.

WINGLOBE is committed to rapidly growing its business in India. We are confident that your contributions will take us further in our journey towards fulfilling this goal.

We are committed to the growth of our valued team members and hope for a long-term commitment from you by becoming a 'Destination organization'.

Looking forward to a long and a mutually beneficial relationship!

For WINGLOBE HEALTHCARE PVT. LTD.



MR. SUNDEEP DAS
CHIEF MARKETING OFFICER



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

Winglobe Healthcare Pvt. Ltd.

Reg. Office:

No. 1783, 2nd Floor, Phoenix House, 19th Main Road,
1st Sector, HSR Layout, Bengaluru - 560 102 KA

Corporate Office:

GR Tower, 3rd Floor, Plot No. L-127, 4th Main Road,
14th Cross, VI Sector, HSR Layout, Bengaluru - 560 102 KA

T: +91 80 356 94730, +91 96671 77664 | E: customercare@winglobe.in

www.winglobe.in

OFFER OF APPOINTMENT



December 18, 2023

Ms. Sonika Tanwar
Plot No 77/236, Shipra Path,
Sector 07 Mansarovar Jaipur,
Rajasthan – 302020

Dear Sonika,

Congratulations on your appointment! We welcome you to Lupin – *An innovation led transnational pharmaceutical company* and wish you a long and meaningful career with us.

1. **LOCATION & DATE OF JOINING:** You would be based at **Mumbai**. You would be required to join as early as possible but not later than **01st July 2024**. If you do not join your duty on the said date, this Offer of Appointment shall be treated as cancelled, unless the extension of the said date for joining duty is agreed upon by us.
2. **DESIGNATION & GRADE:** You would be designated as **Management Trainee** in Grade **M1**.
3. **COMPENSATION & BENEFITS:** The detailed breakup of your Compensation Structure and other company benefits applicable to your grade is enclosed.
4. **PROBATION PERIOD:** You will be on probation for a period of one year from the date of your appointment. If, in the opinion of the Company, you are found suitable for the post in which you are appointed, you will be confirmed.
5. **NOTICE PERIOD:** The Company reserves the right to specify the notice period required. However, either party can terminate this agreement by giving one-month (30 days) notice during the probation and three months (90 days) notice on confirmation without furnishing any specific reason. Accordingly, amount in lieu of short notice period would be payable by either party giving short notice.
6. **LEAVE:** You will be eligible for 24 working days of Leave in a year.

This is an offer of appointment. A detailed formal letter of appointment will be issued to you on your joining.

This offer of employment is conditional to the satisfactory completion of all Regulatory / Background Checks and Medical / Health Examination.

Please note that failure to clear any one of the above will lead to the immediate withdrawal of this offer letter.

We once again welcome you to Lupin and wish you a long fulfilling career with us.

Yours truly,
For **Lupin Limited**

Nandan Kumar Singh
Deputy General Manager – Human Resources

I agree to accept employment on the terms and conditions mentioned in the above letter. I shall be reporting for duty on

Signature: _____

LUPIN LIMITED

Registered Office: 3rd Floor, Kalpataru Inspire, Off W. E. Highway, Santacruz (East), Mumbai - 400 055 India. Tel: (91-22) 6640 2323. Corporate Identity Number: L24100MH1983PLC029

www.lupin.com

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

**LUPIN****COMPENSATION & BENEFITS PROGRAM**

Name	Sonika Tanwar
Designation	Management Trainee
Location	Mumbai

	GRADE	M1	
	Compensation Details	Per Month (In Rs.)	Per Annum (In Rs.)
A	Basic	27,600	331,200
	House Rent Allowance	13,800	165,600
	Adhoc Allowance	21,305	255,660
	Education Allowance	300	3,600
	TOTAL [A]	63,005	756,060
B	Annual Allowance		
	Leave Travel Allowance		9,000
	Telephone		7,273
	Retirals		
	Provident Fund (12% Of Basic)		39,744
	Gratuity (4.81% Of Basic)		15,931
	TOTAL [B]		71,948
C	TOTAL FIXED CTC [A+B]		828,008
D	Target Performance Incentive		72,000
E	TOTAL CTC [C+D]		900,008

- In-addition to the above, you will be covered under the following Schemes as per Company Policy:
 - Mediclaim Policy: This Policy covers self, parents, spouse and two children, subject to a limit of **Rs.2,00,000/-** as defined by the policy.
 - Group Accident Insurance Policy: The Insurance coverage for this grade is **Rs.10,00,000/-** as Per Company Policy.
 - Group Term Life Insurance Scheme: The Insurance coverage for this grade is **Rs.25,00,000/-** as per Company Policy.
- All payments are subject to the provisions of Income Tax Act.

Nandan Kumar Singh
Deputy General Manager – Human Resources
Date: December 18, 2023

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

LUPIN LIMITED

Registered Office: 3rd Floor, Kalpataru Inspire, Off W. E. Highway, Santacruz (East), Mumbai - 400 055 India. Tel: (91-22) 6640 2323. Corporate Identity Number: L24100MH1983PLC029

www.lupin.com



Letter of Intent/Appointment Offer

Dear **Soumik Maity**,

Date: 10 Jan 2024

With reference to your application/interview and subsequent discussions you had with us, we are pleased to offer you a position of **Sales Consultant** with Team Lease Services Limited on fixed-term assignment and your date of Joining would be **18 Jan 2024**. Your appointment is subject to confirmation from our client on the selection of your candidature by our client, in accordance with their selection criteria.

Your Monthly & Annual CTC will be INR **55000.00** and **660000.00** respectively. The Management reserves the right to bifurcate or merge the allowances in basic salary. Your work location will be **Gurugram**. The job is transferable anywhere within India.

The appointment offer is subject to the information provided by you in your Resume / Bio-data/CV and interviews are correct and valid. Detailed job objectives and salary structure along with appointment letter will be provided upon joining. This Letter of Intent /Appointment Offer does not guarantee employment and shall be valid for two weeks or till the date of joining, whichever is earlier.

You are required to download the TeamLease Mobile App and upload the mandatory documents listed below. Appointment Letter is issued subject to filling all mandatory fields on the Mobile App and uploading the mandatory documents on the Mobile App.

- Copy of Aadhaar Card (both sides).
- Copy of the first sheet of Bank Passbook or canceled cheque (with your name, bank account number, and IFSC clearly printed).
- Copy of highest educational qualification certificate.
- Copy of PAN card.

Link for Android App: <https://play.google.com/store/apps/details?id=com.teamlease.associate&hl=en>

Link for iOS App: <https://itunes.apple.com/in/app/teamlease/id1033421268?mt=8>

Please note that any claims based on the alleged verbal promises by any authority, not a part of this letter, will not be entertained in the future.

Yours sincerely,

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed

Kartik Narayan
(Authorized Signatory)

Signature and date:

Name:

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



Date: Mar 20, 2024

Dear Mr. Sounak Ghosh,

Congratulations! You've landed on Cloudnine!

We are delighted to offer you the position of **"Senior Executive - Pharma Procurement"** in the **"Pharma"** department.

On Cloudnine, we are continually scouring the country for bright, young talent who can infuse our brand with new blood, energy and spirit. We are a community of vibrant minds and kindred souls. And we'd love for you to be a part of it. We found that your experience and outlook meshes well with the skill sets we are looking for in this role, and we look forward to the value that you can add to our organization.

As and on Cloudnine, our organizational fabric is seamed together by four intrinsic values: Respect, Innovation, Customer Centricity and Integrity. We pride ourselves on being an organization that is equally outward and inward looking, channeling the energies harboured within us to our customers and well-wishers.

Our brand is also deep-seated in a guiding trinity we've christened the 3C's: comprehensive care, clinical excellence and celebration. These principles lead the Cloudnine way beautifully, marrying superior care with little flashes of delight. Just as surely as the 3Cs are exemplified towards guests, they are mirrored towards employees. Our organization is rooted in superlative employee satisfaction and care, and the celebration of milestones big and small. Our work is tightly tethered to passion and play, and we love what we do. We cherish each day, and we want you to do the same.

There's only one step left before we embark on this brand-new, exciting journey. By accepting this offer letter, you can take your first step on Cloudnine. We promise you a treasure trove of new experiences that will keep you on Cloudnine for a long time to come.

You are requested to join us on or before **April 01, 2024**,
This job offer is contingent upon the following:

1. Completion of a satisfactory background check.
2. Satisfactory reference checks.
3. Execution of an employment/non-compete/confidentiality agreement.
4. Satisfactory Health checks.

For any questions, please feel free to respond to this email and I'll be happy to address them for you.

Yours sincerely,

Sofia Joseph
Head-Human Resources

Registrar
The IHMR University
Near S. B. Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

Kids Clinic India Limited (formerly known as Kids Clinic India Private Limited)

Regd. Office: 1533, 9th Main, 3rd Block, Jayanagar, Bengaluru 560011. Phone: 99729 99729

CIN - U85110KA2005PLC037953 E-mail: info@cloudninecare.com | www.cloudninecare.com

Date: Mar 20, 2024

Mr. Sounak Ghosh,

Annexure-I

	Monthly	Annualized
Earnings		
Basic + DA	19318	231816
HRA	9659	115908
Special Allowance	14318	171816
Gross Earnings	43295	519540
Retirals		
PF Contribution (Employer)	0	0
Meritorious Contribution	929	11148
Statutory Bonus		
Advance Statutory Bonus **	1610	19320
Performance Linked Pay		
Performance Linked Pay *	0	0
Incentive	0	0
Cost to Company		
Cost to Company	45834	550008
Deductions		
ESI Contribution (Employee)	0	
PF Contribution (Employee)	0	
Professional Tax (Employee)	200	
Total Deductions	200	
Monthly Take Home ***	44705	

* Performance Linked Pay and Meritorious Contribution as per policy.

** Monthly Advance Statutory Bonus paid against Annual Statutory Bonus amount.

*** Take Home is before Income Tax and excluding Performance Linked Pay and Health Insurance Deductions

- Applicable tax to be borne by the employee.
- Health Insurance Coverage for Self and Family & Accident Insurance Coverage for Self as per policy and deductions made at actuals.
- Special Allowance may be allocated to reimbursement options detailed below.

Reimbursement Options	Annual Limit
Food Coupons	Rs. 30,000


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

Kids Clinic India Limited (formerly known as Kids Clinic India Private Limited)

Regd. Office: 1533, 9th Main, 3rd Block, Jayanagar, Bengaluru 560011. Phone: 99729 99729

CIN - U85110KA2005PLC037953 E-mail: info@cloudninedcare.com | www.cloudninedcare.com



407, Swarnim -the business hub, Opp SMS Medical College and Hospital
Visat-Tapovan Highway, Motera, Ahmedabad, Gujarat 380005
Email: hrd@anaxlifescience.in Web: www.anaxlifescience.com

Date: 26/03/2024

MISS. STUTI SHETH
SHOMPOLE, OPP ARMAN BUNGALOW,
THALTEJ, AHMEDABAD, GUJARAT-380054.
MOBILE: 9429901821

Sub: Offer Letter

Dear MISS. STUTI SHETH,

With reference to your application and subsequent interview, we are pleased to offer you the post of **TRAINEE PRODUCT EXECUTIVE** with our organization.

Your current posting shall be at **AHMEDABAD HO** you will report directly to **MANAGEMENT OF HO**.

The salary and other working allowances for the applicable grade shall be communicated to you in your appointment order on receipt of the acceptance of your offer letter.

You are requested to submit the following documents at the time of joining.

1. Resume/ CV
2. Address Proof (Aadhar Card or Pass port)
3. Copy of PAN card
4. Educational testimonial.
5. Previous Employer Offer letter & Appointment letter
6. Resignation and relieving letter from the previous employer
7. Previous company's last 3 months' salary slip
8. 2 passport size photographs
9. Cancel cheque

You should join your duties on or before **26/03/2023**. Initially you shall be on probation for a period of **Six Month** from the date of your appointment.

Please sign and return a duplicate copy of this offer letter, confirming your acceptance to the offer. We welcome you to ANAX family and wish you all the best.

Thanking You,
For, ANAX Lifescience Pvt. Ltd.


Authorized Signatory
Dipesh Patel
(HR)


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

12. . Your remuneration package will be as follows:

Particulars	Monthly	Annual (In Rs.)
Basic		
House Rent Allowance	15500	186000
Conveyance Allowance	6200	74400
Medical Allowance	1173	14076
Professional Development Allowance	670	8040
Gross salary	21000	252000
Monthly statutory Payment	44543	534516
Bonus		
Gratuity	650	7800
Total Payment	746	8947
Provident Fund (Employer's Contribution)	45939	551263
ESI (Employer's Contribution)		
CTC (Cost to the Company)	45939	551263
Profession Tax	200	2400
Gross Salary - Total Deduction = Net Take Home	44343	532116

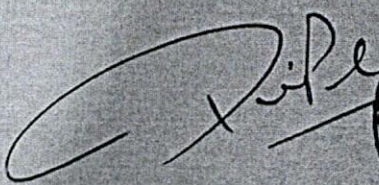
If Candidate provides any investment proof like Policy, PPF, home loan statement, tuition fees etc., company will not cut TDS as per investment and govt. rules.

In addition to the above you shall be eligible for payment of Bonus and PF as per Company norms.

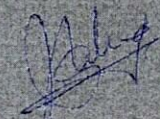
Your daily allowance and travel fares for Company's work will be as per rules applicable from time to time. You will not be entitled to receive any other allowances, incentives or benefits, during your probationary period.

Kindly sign the duplicate copy of this letter in token of your acceptance of your appointment on the above terms and return the same to us for our records.

With best wishes,
For, ANAX LIFESCIENCE PVT.LTD.


Authorize Signature
Dipesh Patel
HR




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

I accept the above offer of appointment on above terms and conditions mentioned therein and agree to abide by the same.

PLACE: AHMEDABAD

DATE: 26/03/2024

Placements

451

From: Stuti Sheth <stutisheth04@gmail.com>
Sent: 10 April 2024 15:27
To: Placements; vinodtejwani@iihmr.edu
Subject: Fwd: Employment Offer Letter- Miss. Stuti Sheth Trainee Product Executive
Attachments: 94 STUTI SHETH.pdf

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

Good afternoon sir/ma'am

Hope you're doing well. Stuti Sheth this side from MBA PM- 14 batch PFA offer letter.

Thank you

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

From: HRD Anax Lifescience <hrd@anaxlifescience.in>
Date: Tue, Mar 26, 2024 at 11:05 AM
Subject: Employment Offer Letter- Miss. Stuti Sheth Trainee Product Executive
To: Stuti Sheth <stutisheth04@gmail.com>

Dear Miss. Stuti Sheth

Congratulations on getting selected in the Anax Family...

Please find enclosed herewith your Offer Letter for the position of **Trainee Product Executive for Ahmedabad HO**

You need to accept the Offer letter by mail.

You are required to confirm your date of joining on before 26th March 2024

Awaiting your acceptance and confirmation.

Thanks & Regards,

Dinesh Patel

HR

A 407, Swarnim -The Business hub,Opp SMS Medical College and Hospital,Visat-Tapovan Highway, Motera, Ahmedabad, Gujarat 380005.

M 9327719480 E hrd@anaxlifescience.in

W www.anaxlifescience.com




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

Phone : 91 - 22 - 6676 2800
Fax : 91 - 22 - 2925 6599
Email : customer-care@macleodspharma.com
Website: www.macleodspharma.com
CIN : U24239MH1989PLC059049

PROPOSED SALARY STRUCTURE		
NAME :	MR/MS.	
DESIGNATION :	MANAGEMENT TRAINEE	
DEPARTMENT :	DOMESTIC BUSINESS	
LOCATION :	HEAD OFFICE	

SALARY BREAK-UP
MONTHLY PAYMENTS

	PER MONTH	PER ANNUM
BASIC	23000	276000
HRA	11500	138000
EDU. ALLOW	1100	13200
OTHER ALLOW	8434	101208
TOTAL :	44034	528408
QUARTERLY/ANNUAL REIMBURSEMENT		
EXGRATIA **	0	0
TOTAL :	0	0
RETIRALS BENEFITS		
EMPLR PF	1800	21600
MEDICLIAM	0	0
TOTAL :	1800	21600

TOTAL SALARY PER MONTH	45834
TOTAL SALARY PER ANNUM	550008

ACCEPTED BY :

DATE :

PLACE :

APPROVED BY :

Note : Reimbursement Payment

* are Quarterly Reimbursement and

** are Annual Reimbursement


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

Anita Thapa

From: Vinod Tejwani
Sent: 29 November 2023 10:36
To: Meenakshi Baiswar; Anita Thapa
Cc: Suman Rituraj; N Satheeshkanna
Subject: RE: CAMPUS RECRUITMENT FOR THE SESSION 2023-2024

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Ms. Meenakshi,

Greetings for the Day!

Thanks a lot for the revert and sharing the requirements .

@Anita Thapa Please share the details with students on priority.

With Regards,



Vinod Tejwani
Dean- Placements & Alumni Relations

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

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

M: +91 9891393008, 9929754987

P: +91 141 3924700 (213)

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

From: Meenakshi Baiswar
Sent: Tuesday, November 28, 2023 5:51 PM
To: Vinod Tejwani
Cc: Suman Rituraj
Subject: CAMPUS RECRUITMENT FOR THE SESSION 2023-2024

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

Dear Vinod ji / Suman ji,

Greetings from Macleods Pharmaceuticals!

We have hired students from your Esteemed Institute In past few years and continuing the trend , we look forward to hire fresh talent this year.

Please find Company details for your perusal.

Request to share list and profiles of the students who are interested in the role.

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

We look forward to visit the Campus as soon as we get confirmation about the number of students interested for the role.

About Macleods Pharmaceutical Limited

Macleods is an established name in Indian Pharmaceutical market. With its diversified product portfolio, Macleods has gained leadership in various therapeutic segments. Today Macleods features amongst Top 10 companies in India and is recognized as one of the fastest growing companies.

Macleods has forayed into high growth potential segments like Cardiovascular, Diabetes, Orthopedics, Gynecology, Respiratory and Oncology. Macleods business has witnessed exemplary growth over the past few years growing ahead of the Indian Pharma Market as well as International market. The company has focused on gaining markets while maintaining its dominant position in Anti-TB and Anti-infective segments.

Vision

Our vision is to become a leading global pharmaceutical company by providing high quality, affordable and innovative therapeutic solutions for patients with diverse medical needs

Infrastructure

Macleods has facility to manufacture Tablets (dispersible, bi-layered, coated, uncoated, enteric coated), Hard gelatin capsules, Soft gelatin capsules, Dry powder injections, Dry syrups, Granules and Liquid Orals.

Macleods products are manufactured in facilities approved by international regulatory agencies including USFDA, UK-MHRA, WHO-Geneva, MCC South Africa, MOH - Saudi Arabia, MOH- UAE, MOH- Belarus, MOH- Ukraine, INVIMA- Colombia, National Drugs Authority (NDA) Uganda, Food and Drugs Board, Kenya; Pharmacy Board, Tanzania FDA, etc.

Our Drug manufacturing plants are at Indore, Baddi, Daman, Sikkim and has API manufacturing facility at Dahej & Sarigam in Gujarat, which is also approved by USFDA & WHO-Geneva, details as follows:

Research & Development facilities

Approved by the Department of Scientific and Industrial Research, Government of India, it facilitates the development and quality up-gradation of safe and efficacious formulations. With a team of over 1000+ researchers, scientists, IP and legal experts, we have thus far successfully filed a number of dossiers and approvals across markets in Europe, Malaysia, USA, South Africa, Brazil, etc

API Development

Involved in the development of active pharmaceutical ingredients, this division handles multi-step chemical synthesis involving varied reaction types including the use of chiral substrates.

Our scientists comply with legal and regulatory requirements while working towards making the APIs scalable and cost-effective.

We are looking for

Management Trainees for our Product Management Team based at Andheri, Mumbai.

Job description:

1. To study current market trends, do data analysis and play a role in lifecycle management of pharmaceutical products.
2. Develop and refine strategies including identifying target markets and product positioning, branding and differentiation.
3. Coordination with the Sales team, guide them, define product roadmaps and achieve business objectives.
4. Work in close collaboration with the sales team and in synchronisation with goals of the company.
5. Excellent communication and analytical skills.

For B.Pharm + MBA:

Details	
Joining Designation & CTC(p.a)	Management Trainee, CTC – 5.5 L
Probation Period	9 months, After completion of 9 months, Designation is revised to Product Executive, CTC is revised to 6.49 L
Confirmed Designation & CTC(p.a)	Product Executive, CTC – 6.817 L

The candidate has to sign 2 year bond on Joining the Organisation.

Thanks & Regards,
MEENAKSHI BAIWAR
HUMAN RESOURCE

 02267695800 Extn. 453

 +91-9136631117



MACLEODS PHARMACEUTICALS LIMITED


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

A WING, 501, 502, 503, EVEREST GRANDE,
SHANTINAGAR, MAHAKALI CAVES
RD, ANDHERI (E), MUMBAI 400093


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



January 6, 2024
Ms. Swapnaja Gaurkar
15,
Kannamwar Nagar,
Wardha Road,
Nagpur,
Maharashtra - 440025

Subject: Offer Letter

Dear Swapnaja Gaurkar,

With reference to the interview you had with us, as mutually agreed, we are pleased to offer you the post Of **Management Trainee at FM1 Grade** with your local title being **Product Specialist**. You will be based at **Nagpur**.

You shall be paid fixed remuneration of **Rs 5,00,000/-** per annum inclusive of Provident Fund and Gratuity given to employees as per rules.

You are requested to join the Company on or before **1st July 2024**.

The Appointment letter will be given to you on your joining the Company. Your appointment is subject to following:

- Submission of your medical fitness certificate on joining duties.
- Reference check.
- No Criminal records.
- Validation of all above documents.

Please acknowledge this offer by sending an email to harshalmandavkar@lupindigitalhealth.com on or before 15th January 2024 confirming your acceptance and sign-out from the placement process.

Wishing you all the very best.

Yours truly,
For Lupin Digital Health Limited

Sidharth Srinivasan
CEO- Lupin Digital Health Limited

Encl.: Compensation & Benefits Program

Registrar
The MHNR University
1, Prabhu Dayal Marg
New Sangli, Maharashtra - 441102

Lupin Digital Health Limited
Registered Office

Kalpitaru Inspire, 3rd Floor, Off. Western Express Highway, Santacruz (E), Mumbai - 400055
Phone • +91 22 66402547 | Email • hello@lupindigitalhealth.com | Website • www.lupindigitalhealth.com

COMPENSATION & BENEFITS PROGRAM

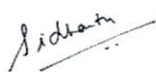
Name	Swapnaja Gaurkar
Grade	FM1
Designation	Management Trainee
Location	Nagpur

Grade	FM1	
Designation	Management Trainee	
	PM (Rs)	PA (Rs)
Basic	17,000	2,04,000
House Rent Allowance	6,800	81,600
Adhoc Allowance	13,809	1,65,708
Education Allowance	200	2,400
Gross Monthly	37,809	4,53,708
Leave Travel Assistance		12,000
Annual Allowances		12,000
Provident Fund (12%) Of Basic		24,480
Gratuity (4.81%) Of Basic		9,812
Total Retirals		34,292
Total Fixed CTC		5,00,000
Allowances		1,20,000
Incentives Up To (Performance Based)		~2,50,000
Total		8,70,000

1. In-addition to the above, you will be covered under the following Schemes as per Company Policy:

- Mediclaim: This Policy covers self, spouse, two children and dependent parents, subject to a limit of Rs.2,00,000/-.
- Group Accident Insurance: The Insurance coverage for your grade is Rs.10,00,000/-.
- Group Term Life Insurance: The Insurance coverage for your grade is Rs.30,00,000/-.

2. All payments are subject to the provisions of Income Tax Act.



Sidharth Srinivasan
 CEO- Lupin Digital Health Limited
 January 6, 2024


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

Lupin Digital Health Limited
Registered Office

Kalpataru Inspire, 3rd Floor, Off. Western Express Highway, Santacruz (E), Mumbai – 400055
 Phone • +91 22 66402547 | Email • hello@lupindigitalhealth.com | Website • www.lupindigitalhealth.com



Personal and Confidential

Date of Issue: 16th May 2024

Tanay Sudhir Sontakke

Subject: Offer of employment

Dear Tanay Sudhir Sontakke,

This has reference to your application for employment and the discussions we have had in the recent past. We are pleased to offer you the position of **Territory Sales Executive** with AICE Health Care Private Limited and you will be based out of **Jaipur (Rajasthan)**.

Your total compensation cost is **INR 4,97,428/-** per annum as detailed in the table below.

Components	Per Annum	Per Month	Remarks
A - Earnings			
Basic plus DA	140,002	11,667	40% of Monthly Earnings
House Rent Allowance (HRA)	56,001	4,667	40% of Basic plus DA
Medical Allowance	15,000	1,250	Standard Rupees 1,250/-
Travel Allowance	12,000	1,000	Standard Rupees 1,000/-
Conveyance Allowance	19,200	1,600	Standard Rupees 1,600/-
Other Allowance	107,802	8,983	Management Discretion
Gross Salary - Annually	350,004	29,167	Gross Salary - Monthly
B - Variable Pay			
Performance Linked Incentive	100,000	8,333	Paid Annually on 100% Achievement
C - Benefits & Contributions			
Employer PF Contribution	21,600	1,800	As per applicable laws
Gratuity	5,824	485	4.16% of Basic + DA
Mediclaime - Insurance	20,000	1,667	Management Discretion
Sub- Total	47,424	3,952	Management Discretion
Annual CTC (A+B+C)	497,428	41,452	Monthly CTC (A+B+C)

NOTE:

- 1) PF of employees part will be deducted as per applicable law.
- 2) Medi-claim Insurance and Gratuity will be administered as per the company policy.
- 3) Employee need to declare their saving plan for the financial year to compute the Individual tax for the financial year.
- 4) The above mentioned CTC is applicable for all current and future laws which is applicable to you from time to time.
- 5) As per the organisational requirement, the management reserves the right to change any of your compensation structure/Component/Distribution amount, at any point in time, without disturbing the overall employee CTC.
- 6) Performance-linked incentives and bonuses, if applicable, will be based on both individual and organizational performance. Any performance incentives earned during the probationary period will be consolidated and paid out in a lump sum after successfully completing the probation.

On the day of joining, you would be provided with a detailed Appointment letter outlining the terms and conditions. This offer is conditional upon completion of satisfactory reference checks, and documentation process. To confirm your acceptance of this offer, kindly sign and return the copy of this letter by **May 17th 2024**, **indicating your preferred joining date**. Once we receive your acceptance, we will provide you with further details about your onboarding and orientation process.

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

Registered Office

AICE Health Care Private Limited, #363, 19th Main, Rajajinagar 1st Block, Bangalore - 560 010, INDIA
CIN: U85100KA2017PTC099512 Website: www.aicehealthcare.com



We are confident that you will make significant contribution to the team, and we are excited to have you join us.

For AICE Health Care Private Limited.,

Authorised Signatory

Employee Declaration

I hereby confirm my acceptance of the terms and conditions outlined herein, and I commit to adhering to them accordingly.

Tanay Sudhir Sontakke

Signature

Date 17/05/2023

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

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Janitri

JANITRI INNOVATIONS PRIVATE LIMITED (the "Company")

18-Mar-2024

EMPLOYMENT AGREEMENT

Tanmay Varshney

Email: tanmay.varshney@janitri.com

PAN: BOMPV6282G

Dear Tanmay,

With reference to your application and the subsequent interviews, we are pleased to offer you a position of **Business Development Associate** in our Company effective from **18-Mar-2024** on the following terms and conditions:

Please note that the terms of employment detailed in this document and attachments hereto (collectively referred to as the "**Agreement**") are strictly confidential. These contents should not be disclosed to third parties without the prior written approval of the Company.

1. Compensation

The annual fixed component of your cost to the Company ("**CTC**") will be **Indian Rupees**. The salary break-up is attached herewith as **Attachment A**. Your compensation will be reviewed on a bi-annual basis and increments will be determined based on performance, and provided at the sole discretion of the Company.

2. Duties

A schedule of your broad duties and responsibilities will be given to you in due course, which may be subject to revision from time to time. The Company shall assign to you such other duties and responsibilities as may be considered advisable in the Company's interests and at the sole discretion of the Company.

3. Terms and Conditions of Employment

Your employment with the Company shall be governed by the specific terms and conditions provided on the attached herewith as **Attachment B**.

4. Commencement of Employment

Your employment with the Company shall commence on 18-Mar-2024.

5. Severability


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1, Prabhu Dayal Marg
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Registered Address



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Pratap Nagar, Jaipur, 302017, Rajasthan,
India

R&D Location

3 rd Floor, 338, 27 th Main Road, Sector 2, HSR
Layout, Bangalore 560102, Karnataka, India
CIN: U85100RJ2016PTC049455

Contact us:

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Each provision of this Agreement including the attachments attached to it shall, to the extent possible, be interpreted in such manner as to be effective and valid under applicable law, but, if any provision of this agreement shall be invalid or prohibited under such applicable law, such invalidity shall not affect the validity of the other provisions of this agreement. The said other provisions shall continue in full force and effect unless such unenforceable provision shall materially affects the essence of the agreement and the party benefiting from the said unenforceable provision does not waive its rights to benefit therefrom.

6. Waiver

The failure of either the employer or the employee to insist upon strict adherence to any term of this agreement on any occasion shall not be considered a waiver thereof or deprive the employer or the employee of the right thereof to insist upon strict adherence to that term or any other term of this Agreement.

[Signature page follows]


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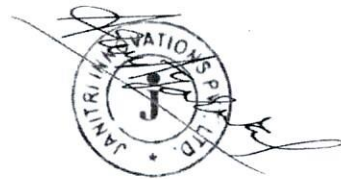
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Please sign and date this letter and the enclosed Employment Invention Assignment Agreement and return them to me.

Very truly yours,

FOR JANITRI INNOVATIONS PRIVATE LIMITED



(Signature)

Name: Arun Agarwal

Title: Director & CEO

ACCEPTED AND AGREED:

Name: Tanmay Varshney

(Signature)

Date: 18-Mar-2024

Permanent Account Number (PAN): BOMPV6282G


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ATTACHMENT A

Salary Breakup

Name	Tanmay Varshney	
CTC	41,667	500,000
Particulars	Monthly	Annual
Basic Salary	20,833	250,000
HRA	8,333	100,000
FULL FUEL AND VEHICLE ALLOWANCE	2,400	28,800
FULL FOOD ALLOWANCE	2,200	26,400
OTHER ALLOWANCE	6,100	73,200
Gross Pay	39,867	478,400
Statutory Contributions		
EPF Employer Contribution	1,800	21,600
ESI Employer Contribution	-	-
Total	1,800	21,600
CTC	41,667	500,000

***You have been also offered a performance bonus of 2,00,000 a year, which will be based on your performance**


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ATTACHMENT B

TERMS AND CONDITIONS OF EMPLOYMENT

1. Term of Employment

Subject to Clause 4 below, the term of your employment with the Company is intended to be till you attain the age of retirement. You will retire from the services of the Company on attaining the age of 62 (sixty-two) years. Your employment shall stand automatically terminated on the date of your retirement or subject to Clause 4 below, the term of your employment with the Company is intended to be indefinite.

The first three months of your appointment will be a probationary period during which your suitability for the position to which you have been appointed will be assessed. The Company reserves the right to extend your probationary period if in its opinion such extension is necessary. The Company may terminate this Agreement with immediate effect at any time during or at the end of the probationary period. At the end of the probationary period you will be informed in writing if you have successfully completed your probationary period.

2. Work Hours

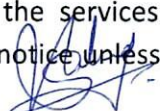
Your normal hours of employment shall be as per 9 (eight) hours working, **Monday to Saturday** of every week with a 1 (one)-hour lunch break. The Employee may be required to work such hours outside of the normal work hours or during Holidays including normal Sunday's if the Company considers it necessary to meet the needs of business. The Employee may be considered for hardship allowance for such extended hours of work.

3. Outside Activities

This position is for a full-time employment with the Company and you shall exclusively devote yourself to the business of the Company. You shall not take on any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholders or debenture holders) in any other trade or business, during your term of employment with the Company, without prior written permission of the Company.

4. Termination

During the term of your employment, should you desire to leave the services of the Company, you are required to provide the Company a 60 (sixty) days' notice unless agreed upon by the Company.


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- a. The Company shall be entitled to terminate your employment with or without cause at any time by giving you 30 (thirty) days' notice or salary in lieu thereof.
- b. If you are absent from work for a period of 5 (five) consecutive working days, without providing any notice or affording any reasons, or without taking Company's prior approval in this regard, the Company will be entitled to forthwith terminate your employment with the Company. In the event that the Company terminates you, you will be provided a written notice of termination. Further, in the event of such termination, you shall be liable to pay the Company an amount equivalent to the salary of your notice period as per your termination clause mentioned herewith in this letter.
- c. Notwithstanding the above, the Company shall not be restricted from claiming legal remedies available to it under the ordinary legal recourse. The Company shall be entitled to recover any additional damages from you in a manner that the Company may determine suitable in this regard.
- d. Notwithstanding anything mentioned in this Agreement, the Company may terminate your employment, with immediate effect by a notice in writing (without salary), in the event of your misconduct, including but not limited to, fraudulent, dishonest or undisciplined conduct, breach of integrity, embezzlement, misappropriation or misuse by you of the Company's property, insubordination or failure to comply with the directions given to you by persons so authorized, your insolvency or conviction for any offense involving moral turpitude, breach by you of any terms of this Agreement or the Company's policies or other documents or directions of the Company, or upon your conducting yourself in a manner which is regarded by the Company as prejudicial to its interests or to the interests of its clients and/or customers, or any similar reason.
- e. Notwithstanding anything aforesaid, termination by you shall be subject to the satisfactory completion of all your existing duties, obligations and projects.
- f. On acceptance of the resignation notice, you will be required to immediately give up to the Company all correspondences, specifications, formulae, books, documents, market data, literature, drawings, effects or records, electronics etc. belonging to the Company or relating to its business and you shall not make or retain any copies of these items. In the event the Company directs you to destroy any such information, documents or materials, you shall forthwith do so and provide a written certification to that effect to the Company.
- g. Any notice, demand or request required or permitted to be given under this Agreement shall be in writing and shall be deemed sufficient when delivered personally or by overnight courier or electronic mail, or 48 (forty-eight) hours after being deposited in the Indian mail or registered mail with postage prepaid,

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addressed to the party to be notified at such party's address as set forth below, as subsequently modified by written notice.


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TO COMPANY

Address: 3rd Floor, 338, 27th Main Rd, 2nd Sector, Sector 2, HSR Layout, Bengaluru, 560102, Karnataka, India

Email: arun@janitri.in

Attention: Mr Arun Agarwal

TO EMPLOYEE:

Mr/Ms./Mrs. Tanmay Varshney

Email: tanmay.varshney@janitri.com

5. Holidays/Leave

General holidays will be declared at the beginning of the calendar year and are a benefit for all full-time employees. You may be called upon to attend duties as and when required during holidays, as may be scheduled in accordance with the needs of the Company. The leave policy shall be governed as per the existing leave policy of the Company.

6. Benefits

You shall be entitled for all statutory benefits as mandated by the existing provisions under the applicable laws or which may be enforced in the future including, but not limited to provident fund, gratuity, insurance, as may be applicable to you as per Company's policies and procedures, as amended from time to time.

The amount of such bonus compensation shall at all times be discretionary, and the Company may decline to award a performance bonus to Employee in any year in case the business targets and/or the employee performance is not as per expectations.

The Company may in its discretion, from time to time, revise the benefits it provides to its employees. As and when such benefits are introduced or modified, you shall be entitled to avail such benefits.

7. Disclosure of Information

During the term of your employment with the Company, you are required to disclose all material and relevant information, which may either affect your employment with the Company currently or in the future or may be in conflict with the terms of your employment with the Company, either directly or indirectly. If at any time during your employment, the Company becomes aware that you have suppressed any material or relevant information required to be disclosed by you or have provided the Company with misleading or inaccurate information, the Company reserves the right at its sole discretion, to forthwith terminate your employment without any notice and without any obligation or liability to pay any

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Registrar
The IHMR University
Shri Dhruv Dayal Marwaha
Near Sangher Airport, Jaipur 302020
Contact us:
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remuneration or other dues to you irrespective of the period that you may have been employed by the Company. Any change in your personal information including residential address, marital status and educational qualification should be notified to the Company in writing within 3 (three) days from the date of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered according to the Company's notice provision policy.

8. Use of Company's Property

You must comply with the Company's policy on use of email, internet and computers. Unauthorized use or tampering with computers will be regarded as serious misconduct and may lead to your summary dismissal. In particular, you agree to only use passwords which have been authorized and must not in any circumstances load a program or data into one of the Company's computers unless the program and data, originates from the Company, has been provided for your use and has been tested for viruses in advance. The Company may provide telephones (including mobile and voicemail), email and internet access for business purposes only. For the purpose of business (including and not limited to quality control, monitoring of policy compliance and unauthorized use and checking messages during periods of absence), communications made by or to you may be monitored or recorded. This applies in particular to telephone (including mobile and voicemail), email and internet use. In the event, the Company provides you with laptops/mobile phones/data cards or other mobile devices, you will provide the Company with a written undertaking acknowledging receipt of the same and agreeing to adhere to the policies governing usage of such devices.

9. Previous Employment

You hereby represent that your performance of the terms of this Agreement and as an employee of the Company does not and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired by you in confidence or in trust prior to your employment by the Company, and you will not disclose to the Company, or induce the Company to use, any confidential or proprietary information or material belonging to any previous employers or others, unless expressly permitted by such previous employer. You hereby represent and warrant that you have returned all property and confidential information belonging to all prior employers, if any. You have not entered into, and agree that you will not enter into, any agreement either written or oral in conflict herewith or in conflict with your employment with the Company (including but not limited to a non-competition agreement with any third party relating to the current, proposed or future business of the Company). You further agree to conform to the rules and regulations of the Company.



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10. Confidentiality

You acknowledge that in the course of your employment with the Company, you will obtain knowledge of the Company's business plans, processes, software, know-how, trade secrets, methods, inventions, improvements, disclosures, names and positions of employees and/or other proprietary and/or confidential information (collectively the "Confidential Information").

At all times, both during or after the period of your employment under this Agreement, you shall not (except with written authorization from the Company and except to the extent so authorized in the proper course of your duties) divulge to any person or otherwise make use of your employment under this Agreement to divulge to any person or otherwise make use of any trade secret or secret manufacturing process or any confidential information concerning the business or finances of the Company or any of the Company's dealings, transactions or affairs or any of the Company's suppliers, agents, distributors or customers, until such information becomes generally and rightfully known outside the Company.

All notes, copies, memoranda and other tangible forms of any trade secrets or confidential information concerning the business of the Company or any of the Company's suppliers agents, distributors, clients or customers, including but not limited to financial information, documents, employee lists, customer lists, phone books, which shall be acquired, received or made by the Company during the course of your employment shall be the property of the Company and shall be surrendered by you to someone duly authorized in that behalf at the termination of your employment or at the request of the Company at any time during the course of your employment. Any breach of confidentiality will lead to immediate termination without the requirement of any notice to be provided to you.

11. No Rights Granted

Nothing in this Agreement shall be construed as granting any rights under any patent, copyright or other intellectual property rights of the Company, nor shall this Agreement grant you any rights in or to the Company's Confidential Information, except the limited right to use the Confidential Information in connection with the Services.

12. Adherence to Company's Policy

You agree to conform to and comply with the Company's policies and such directions and orders as may from time to time be given by the Company.

13. Travel

You may be required by the Company to make visits and travel both within India and overseas, as necessary and for such period of time that the Company determines is sufficient.



Registrar

1, Prabhu Dyal Marg
Near Sangar Airport, Jaipur-302029

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to enable you properly perform your duties in the best interests of the Company and the travel cost shall be borne at actual by the Company.

14. Non-Compete and Non-Solicitation

During the Non-Compete Period (as defined below), you hereby covenant and agree not to engage in or receive any financial benefit from (directly or indirectly) any business of the Significant Competitor, which competes with the whole or any part of any business being carried on or proposed to be carried on by the Company, whether as an individual, employer, proprietor, partner, shareholder, investor, director, committee member, officer, employee, consultant, agent, collaborator, advisor, principal contractor or sub-contractor, trustee, or otherwise.

"Significant Competitor" shall mean any artificial or natural person, who on the date of execution of this Agreement or any time thereafter, directly or indirectly, receives at least 25% (twenty five percent) of its total revenue from the Business or any activity similar to the Business and shall include direct/indirect owners of such Competitor where their ownership in the said Competitor exceeds 25% (twenty five percent). This will also include such person's relatives.

"Non-Compete Period" shall mean the period commencing with the date of this Agreement and ending 1 (One) year from the date of your termination of employment with the Company.

You agree that during the Non-Compete Period, you shall not in any manner either directly or indirectly solicit or entice the other employees, vendors or customers of the Company to join or enter into transactions, as the case may be with either you directly or indirectly or with other entities which are in direct or indirect competition with the Company.

You hereby agree that the covenants and restrictions in this Clause 14 are reasonable in their terms and do not impose any undue hardship on your current or future employment prospects. You further agree that if the laws of the state applicable to the provisions set forth in this Clause 14 should change, or if any court of competent jurisdiction should hold any term or provision of this Clause 14 invalid or unenforceable, then that shall be substituted in the place of such changed, invalid, or unenforceable term or provision a new term or provision that most nearly fulfills or promotes the purpose and intention of this Clause 14 and is consistent with such law or judicial jurisdiction.

15. Employment Invention Assignment Agreement

You acknowledge and agree that any work that you may be conducting either on the premises of the Company or otherwise with regard to patents, improvements, discoveries or any other form of intellectual property, whether protected under law or not, is being done on behalf of the Company. In this regard, you agree to execute an Employment Invention

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Jaipur-302029

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Assignment Agreement and any and all intellectual property rights in any such work shall belong exclusively to the Company.

16. Customer Data and IT Security

Only specific employees are given access to our Software that holds customer's data.

Authorization for this will be tracked and monitored.

You are expected to follow IT security policies (as per the applicable law) to ensure that the systems you use to access such data is secured.

17. Arbitration

You agree that the interpretation and enforcement of this Agreement shall be governed by the laws of India and all disputes under this Agreement shall be governed by the provisions of the Arbitration and Conciliation Act, 1996. The venue for arbitration will be Bangalore, Karnataka. The arbitration shall be conducted by a sole arbitrator appointed by the Company, and the award of the arbitrator shall be final and binding upon you.

This is to certify that I have read this Agreement and I fully understand all the terms and conditions of this Agreement. I hereby accept and agree to abide by the Agreement.

(Signature)

Name:

Date:


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

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info@janitri.in



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FIBROHEAL™
WOUNDCARE PRIVATE LIMITED

REF: FWPL/HRD/APR/2023-24

1st January 2024
Bangalore

To

Ms. Tanushree Abhay Pande
35, Kshitij Apartments, R.B.I. colony,
Jaiprakash Nagar, Near Ram Mandir,
Nagpur-440025.

Dear Tanushree,

Subject: Offer letter

With reference to your application for employment in our Company and the subsequent interview you had with us, we are pleased to offer you the role of "Management Trainee" in Bangalore with our Company.

We will be offering you a CTC of Rs. 7,00,344/- p.a. (Rs. 6,00,344 fixed and Rs. 1,00,000 as variable based on performance) subject to statutory deductions. You will also be eligible for special financial rewards at the discretion of the management. A detailed appointment letter will be issued along with terms and conditions on the date of joining.

You will be on probation for a period of six months. You will be required to join the Organization on 15th Jan 2024, after which the letter is null & void.

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the documents or certificates given by you as proof of the above, we retain the right to review our offer of employment.
If the above proposal is acceptable to you, please revert by email confirming the date of joining.

Thanking You,

For Fibroheal Woundcare Pvt Ltd.,

Authorized Signatory

Accepted



2nd January 2024


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

Date: 22/04/2024

To,

Mr. Tejas Kitey

Vaishali Nagar, Zore layout, Masala,
Wardha, Maharashtra PIN code: 442001.

Email Id: tejas.pm14@iihmr.in

Offer Letter

Dear Mr. Kitey,

With reference to our discussions & your interview with us, we are pleased to offer you an exciting career in our organization as **"Management trainee - Sales and Marketing"**. You will be part of the **"Sales and Marketing"** team in your normal course of work. Your reporting manager will be **"Arun Yadav- RBM Mumbai"** with parallel reporting to the Marketing team, based on the future needs your reporting may change. Your posting will be presently at **"Nagpur"**. However, it is understood that based on business needs or exigencies, if required, you will be flexible to work out of alternate locations.

Your fixed Cost to Company (CTC) will be **Rs. 4,50,700/- (Rupees Four Lakhs Fifty Thousand Seven Hundred Only)**.

Your appointment is subject to you being found medically fit and on the understanding that all the details mentioned by yourself in the job application are correct and complete in all respects.

Your Notice Period during the period of probation will be **15 days** and post confirmation of your services it will be **One (1) month**.

On the date of joining, you are required to submit:

1. Passport size photographs – (3)
2. Education Certificates (Highest Qualification)
3. Copy of PAN Card, Address Proof, Aadhar Card (Original for Verification)
4. Relieving Letter of previous employers & resignation acceptance copy from your current employer and Payment/Salary Slip for Last 3 months.
5. Cancelled cheque of your savings account
6. Form 16 of the previous financial year

Your date of joining as agreed between us shall be on or before **1st May 2024**. In any case your date of joining changes, you must keep us updated on the same. We look forward to welcoming you to our growing family. Kindly sign and return a copy of this offer letter as a token of your acceptance.

We welcome you to the **Ataraxia** family and look forward to your significant personal and professional growth during your association with us.

With Best Wishes,



Mr. Ajinkya Dalal – Chief Executive Officer
Ataraxia Life Pvt. Ltd.



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



ATARAXIA LIFE PVT. LTD.

Wabi Sabi Aurangabad, Opposite Bank of Baroda, Beed Bypass Rd, Near
Maske Petrol Pump, Aurangabad, Maharashtra 431005
Email: hr@ataraxialife.in; marketing@ataraxialife.in

Please Note This offer is valid for a period of 48 hours from date of issued, post which it stands revoked.

NB:

1. The company reserves the right to conduct a professional reference check on your previous employment(s).
2. The company reserves the right to ask you to undergo a pre-employment medical examination if so needed.
3. It is understood that all documents & credentials provided by you is true and genuine, based on which this offer has been made to you.
4. This CTC is subject to a TAX deduction

I have read this letter and fully understood the terms and conditions of my services and I accept the same without any reservations.

With the signature below, I accept this offer of employment.

Tejas Sharadrao Kitey

NAME

22/04/2024

DATE

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

Date: 15.02.2024

Mr. Upendra Vikram Singh
S/O Sh. Anil Singh
Purawa Taluk Maidhi, Chandauli,
Uttar Pradesh, Pin-232104
Contact No – 8475992281
E-mail Id – upendravikram2010@gmail.com

OFFER LETTER

Dear Mr. Upendra,

Subsequent to interaction you had with us, we are pleased to offer you the post of a **“Product Manager-Super Specialty Division”** in our organization based at **“Zirakpur”** with a total annual CTC of **INR 6,00,000**. An appointment letter outlining the terms and condition of employment will be issued to you. (Expected date of joining shall be on or before **19.02.2024**).

Kindly furnish the following all documents.

01. Date of Birth certificate.
02. Himachali Bonafide Certificate (**Mandatory for Himachali Candidates only**)
03. Educational certificate & testimonials.
04. Acceptance of resignation/ Relieving letter/ Resignation to previous employer.
05. 4 nos. Passport size colored photographs.
06. Last 03 Month's Salary Slip with salary statement form bank.
07. Medical Fitness certificate with X-Ray report. (**Mandatory**)
08. 02nd dose (Final) Vaccination Certificate. (**Mandatory**)
09. Pan, Aadhar card & Bank A/c No.
10. PF, UAN & ESIC number of previous organization.

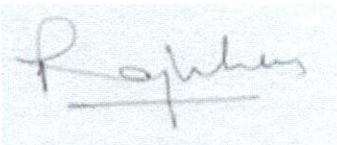
As an acceptance of the above offer, please sign the duplicate of this letter and return the same to us.
This offer is subjected to background verification and medical fitness.

Looking forward for a mutually beneficial association with you.

Note:

1. The offer letter acceptance has to be shared back with the HR team within 3 hours of offer letter being rolled out. In case of not receiving the acknowledgement from the candidate within the given time frame it will be considered as applicant not interested in the extended job opportunity. Hence, the offer will be treated as offer declined by the applicant.
2. As part of the Organizational onboarding documentation policy, the resignation letter of the current employer has to be shared with the concerned team within 48 hours of accepting the offer. Unable to share the resignation within the stipulated time frame may lead to disqualification of the candidature.

For Aishwarya Lifesciences



(Authorize Signatory)



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

Placements

From: Vanshika Agarwal
Sent: 25 July 2024 18:58
To: Placements; Vinod Tejwani
Subject: Fwd: Letter of offer for the Post of Research Associate

Sent from Outlook for Android

From: Ila Rout <ila@impeericalconsulting.com>
Sent: Thursday, July 25, 2024 6:32:20 PM
To: Vanshika Agarwal <vanshika.pm14@iihmr.in>
Cc: Manas Rout <manas@impeericalconsulting.com>; info@impeericalconsulting.com <info@impeericalconsulting.com>
Subject: Letter of offer for the Post of Research Associate

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

Dear Ms. Vanshika Agarwal,

With reference to your application and subsequent interviews that you had with us, we are pleased to offer you the position of Research Associate in Impeerical Consulting (Pvt) Limited, Delhi.

As mutually agreed, your date of joining will be on or before August 10, 2024. Upon your joining, you will be under a probation period of Six Months.

The annual emoluments/CTC would be Rs. 5,00,000/- (Rupees. Five Lakhs Only). Company reserve all rights to terminate employment without notice based on the performance during the probation period. Apart from your emoluments you are eligible to earn monthly incentive, subject to your performance.

You shall be responsible for the payment of any income tax arising from the employment as per the terms of Income Tax Act, 1961. In this regard, the company shall be entitled to make a deduction from your compensation in accordance with the applicable act.

This letter is based on the information/particulars provided by you to the company. If at any time in the future, it is found that any information provided by you is incorrect or any material/relevant information has been suppressed/ withheld then your employment is liable to be terminated forthwith without notice.

We would issue the detailed letter of appointment on your joining, which would include all the secrecy and confidentiality clauses applicable to employees of Impeerical Consulting (Pvt) Limited along with a detailed breakdown of your salary structure.

Please send mail confirmation, in token of your understanding and accepted the same along with your date of joining. This letter will not be valid if your acceptance is not received by us within 48 hours of the receipt of this letter.

Following documents needs are required at the time of joining.

- Pan-card Copy, Aadhar card, Address Proof and 2 Photographs


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- Education Certificates (Complete) and 2 References (1 Personal and 1 Professional)
- Letter of appointment alongwith Salary Slips of last 3 months of last employment
- Experience letter from the last employer.

We very much look forward to you having you as a member of our team.

Thanks and regards,

Ila Rout

Ph: 9910504301


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

From: N Satheeshkanna
Sent: 24 May 2024 14:24
To: Anita Thapa
Subject: FW: Offer Letter : Varnika Thapa

From: NehaShah@Torrentpharma.com <NehaShah@Torrentpharma.com>
Sent: Wednesday, November 22, 2023 6:45 PM
To: Varnika Tapa <varnika.pm14@iihmr.in>
Cc: N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Anandlyer@TorrentPharma.com; AmrutaPatnaik@TorrentPharma.com; ShivaniMahadkar@TorrentPharma.com
Subject: Offer Letter : Varnika Thapa

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 Varnika,

Congratulations on being offered for position of '**Executive Trainee – Product Management Team**' with Torrent Group.

You are expected to join us May 2024 after completion of your course and receipt of your final results.

This is provisional offer letter and final appointment letter shall be issued on your joining with us.

Kindly ensure to bring following documents (photocopy) along with original copies at the time of joining for maintaining your service record file.

1. Qualification certificate & mark-sheet (SSC, HSC, Degree and above - *all year marksheets*)
2. Birth-date proof
3. Passport size and Stamp size color photographs (Self 4 nos and nominee 4 nos.)
4. PAN card, Adhar card & Driving License
5. Residential proof (Current and Permanent)

Please note that the above mentioned offer is subject to clearance of your all semesters and result submission.

Kindly revert with your acceptance.

Neha Shah


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

Placements

From: ShivaniMahadkar@TorrentPharma.com
Sent: 16 October 2023 16:32
To: Placements
Cc: NehaShah@Torrentpharma.com; AmrutaPatnaik@TorrentPharma.com
Subject: RE: IIHMR University, Jaipur student details and resume for Torrent Pharma

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

Hi Priyanka,

Trust you are doing well.

This has with reference to the Campus placement of students having specialization in Pharma MBA .

Request you to share list of interested students pass out from batch 21-23 for recruitment of current year & batch 22-24 for recruitment of next year.

Please find JD below.

Job Requirement Details:

Company Name: Torrent Pharma

Company Website: www.torrentpharma.com

Designation: ET (Executive Trainee)

Designation on Confirmation after 1 year – Product Executive

Department : Marketing PMT (Product Management Team)

Experience Required: NA

Job Location: Corporate Office, Ahmedabad

Job Profile consisting of : Pharma Marketing, Brand Planning, Brand Management / Product Management

Remuneration (Specific Amount): Rs. 4.00lpa on joining, 4.75lpa on confirmation

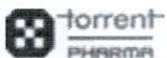
Specialization : Pharma MBA. Students having science background (B.Pharma, B.Sc., Chemical Eng.) is must.

Shivani Shah

Manager | HRD | Corporate Office

M: +91-7069000208, T: 91-79-26599000, 91-79-26582100, Ext: 9208

Torrent House | Off. Ashram Road, | Ahmedabad - 380009



www.torrentpharma.com


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



ADLIFE ENTERPRISES

Date: June 18, 2024

ADLIFE ENTERPRISES

DEALS IN : SURGICAL EQUIPMENTS

DL-WZP-141681-20B

DL-WZP-141682-21B

GSTIN : 07ACLPG6079N1ZY

Mr. Vishal Singh Tomer
Opposite kastkar toppura Vidisha – 464001 (M.P)
PH-7223880160

Dear Mr. Tomer,

We are pleased to extend to you an offer of employment for the position of Sales Executive at Adlife Enterprises. We are excited about the potential contributions you will bring to our team and are confident that you will be an excellent addition to our organization.

Position: Sales Executive

Location: Stationed in Jaipur but travelling for Rajasthan.

Start Date: 1st July 2024

Compensation and Benefits:

1. **Salary:** Your annual salary will be INR 4,80,000, payable monthly.
2. **Probation Period:** As per the company policy, you would be on a probation period of 6 months from the date of joining. During this period, your performance would be analysed and on satisfactory performance, permanent employment shall be offered to you.
3. **Benefits:** You will be entitled to the standard benefits offered to employees, which include health insurance, paid time off, and other benefits as detailed in the employee handbook.
4. **Travel Allowance:** Once, working on field for meeting customers, you would be rewarded with a daily travel allowance of Rs. 275/ day.
5. **Termination:** Either party may terminate this employment contract by providing one month notice in writing.

Responsibilities:

As a Sales Executive, your responsibilities will include, but are not limited to:

- Developing and implementing effective sales strategies.
- Establishing productive and professional relationships with key personnel in assigned customer accounts.
- Negotiating and closing agreements with large customers.
- Monitoring and analysing performance metrics and suggesting improvements.
- Preparing regular sales forecasts and reports.

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

For ADLIFE ENTERPRISES

Proprietor

Add. : B-72/4, Part-1, IInd Floor, Wazirpur Industrial Area, Delhi-110052



011-47042575



+91-9319191249



enterprisesadlife@gmail.com ; adlifedelhi@gmail.com



ADLIFE ENTERPRISES

Working Hours: Adding Life...

ADLIFE ENTERPRISES

DEALS IN : SURGICAL EQUIPMENTS

DL-WZP-141681-20B

DL-WZP-141682-21B

GSTIN : 07ACLP66079N1ZY

Your working hours will be from 9:00 AM to 8:00 PM, Monday to Saturday. You may be required to work additional hours based on business needs. Additionally, you would be required to attend conferences where the company is participating on Sunday, for which you would be provided with a compensation holiday.

Conditions of Employment:

This offer is contingent upon successful completion of reference checks and background verification. Additionally, you are required to submit the following documents prior to your start date:

1. Government-issued identification (Aadhar Card, PAN Card, etc.)
2. Educational certificates and transcripts
3. NOC From college.

Training and Reporting- For training and reporting purposes, travel and stay at Delhi would be required

Acceptance:

To accept this offer, please sign and return a copy of this letter by 25th June 2024. We look forward to welcoming you to Adlife Enterprises.

If you have any questions or need further clarification, please do not hesitate to contact us.

Yours sincerely,

For **ADLIFE ENTERPRISES**

Aditya
Aditya Gupta Proprietor
Director
Adlife Enterprises

Acceptance of Offer:

I, Vishal Singh Tomer, accept the offer of employment for the position of Sales Executive at Adlife Enterprises, as outlined in this offer letter.

Signature: _____

Date: _____

Vishal Singh Tomer
Registrar
The IIMB University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

Add. : B-72/4, Part-1, IInd Floor, Wazirpur Industrial Area, Delhi-110052



011-47042575



+91-9319191249



enterprisesadlife@gmail.com ; adlifedelhi@gmail.com



14-Mar-24

Vishal Uppal
Krishna Colony, Rohtak, Haryana

Dear Vishal,

Letter of Appointment

With reference to our recent discussions regarding your possible employment with **Care Health Insurance Limited**, hereafter referred to as the Company, we are pleased to offer you the position of **Manager – FCU** on the following terms and conditions defined herein:

1. **Date of Joining:** Your appointment will be effective from **18-Mar-24** or any other date mutually agreed upon in writing.
2. **Place of work:** Your place of work is **Gurgaon-Vipul Tech**. Your place of work may be changed to any other location within India / any group Company, as directed by the Company from time to time. In addition, in performance of your duties for the company, you may be required to travel within and/or outside.
3. **Reporting:** You will report to **Corporate Manager – FCU** or any other designate person as specified by the Company from time to time.
4. **Remuneration:** Your annual compensation package on a Total Fixed Cost (TFC) basis is **Rs. 600000 (Rupees Six Lakh(s) Only)**. This amount will include basic salary, taxable and non-taxable allowances & benefits, and other payments, payable as per the designate acts. Annexure 1 provides your compensation break-up, as per the applicable Compensation Structure.
5. **Medical:** You may be required to undergo medical examination by a Company appointed medical practitioner as and when directed by the Company and to comply with rules and instructions in the matter. Your services may be terminated without notice if the Company considers you unsuitable for retention in service on medical grounds.

Care Health Insurance Limited
Regd. Office: 5th Floor, 19 Chawla House, Nehru Place, New Delhi-110019
Corp. Office: Vipul Tech Square, Tower C, 3rd Floor, Golf Course Road,
Sector-43, Gurugram -122009 (Haryana)
IRDAI Regn. No. 148 | CIN: U66000DL2007PLC161503

REACH US		
		Self Help Portal: www.careinsurance.com/self-help-portal.html
Care Health- Customer App	WhatsApp 8860402452	Submit Your Queries/Requests: www.careinsurance.com/contact-us.html

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Near Sangar Airport, Jaipur-302029

6. Group Insurance: You will be covered under the Group Personal Accident Insurance, Group Life Insurance and Hospitalization Insurance/ Employee's State Insurance Corporation (as applicable) in accordance with company's policy.

7. Hours of Work: Your hours of work will be in line with the needs of your role/function, in accordance with the company policy and provisions of applicable laws

8. Probation: You will work on probation for a period of six months from the date of joining. This may be extended at the discretion of the Company and you will continue to be on probation till a confirmation letter has been issued to you in writing. During your probation or thereafter, you shall undertake such studies /vocational courses as may be required by Company / your superiors. You may also be required to take such examinations / obtain such certifications as the Company / your superiors may require from time to time, and your confirmation / promotions/ salary enhancements etc. may be linked to your having successfully cleared the required examinations / certifications &/or successfully undergone required studies.

9. Age of Retirement: Your age of retirement will be 58 years and you shall stand relieved on retirement at the end of the month in which you attain the age of 58 years.

10. Whole Time and Attention: During your employment with the Company you shall devote your best efforts for promoting the Company's (and of any other relevant Group Company, affiliate and/ or business associate of the Company) business and may not without prior written consent of the Company (and subject to any terms and conditions the Company may impose) engage or be interested (directly or indirectly) in any other business or employment.

11. Leave: In addition to public holidays observed by the Company, you shall be entitled to a paid annual leave for each calendar year in accordance with the existing leave policy, prorated from your date of joining. The Company is covered by the Maternity Benefit Act, 1961 and the eligible employees will be entitled to the benefits like maternity leave as per the amended provisions of the Maternity Benefit Act save and except those who are covered by ESI Act since they will be entitled to the benefits as per the applicable said Act.

12. Confidentiality: You shall not during the course or even after cessation of your employment with the Company or any time thereafter, use or disclose to any other Company, firm or person, any of the business or affairs of the Company, nor shall you without the consent of the Company, publish any book, booklet, brochure or any other publication, whether for remuneration or otherwise, relating to the affairs of the Company or to your work in the Company. You shall also not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, information or documents, official or otherwise relating to the Company or its subsidiaries, except with prior approval. Any breach of this clause would be viewed with severity by the Management and a strict action shall be taken by the Company.. You may also be also required to execute and sign a separate Maintenance or Non-Disclosure Agreement.

13. Disclosure: You (including on behalf of your family) shall disclose to the Company all your business interests and any material transaction(s) with the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), whether or not they are similar to or in conflict with the business(es) or activities of the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), and all circumstances in respect thereof and whether there is, or might be, a conflict of interest between the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company) and you (and/or your



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family) during the period of your employment with the Company and for a period of 12 months after cessation of your employment.

14. Company Policies: You will be governed by the Company's policies, as applicable at your grade. The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies which are available online.

15. Return of Company Property: You shall promptly upon request by the Company and in any event upon the termination of your employment deliver to the Company all monies, securities, other properties belonging to the company, all lists of clients or customers, correspondence and all other documents, papers and records in whatever form including but not limited to electronically held data containing or referring to any trade secrets or confidential information concerning the business of the Company and any Group Company which may have been prepared by you or come into your possession, custody or control in the course of your employment including any prior employment with any Group Company. You shall not keep any copies of these items.

16. Monitoring Policy: As per Company Policy, telephone conversations of employees may be recorded and monitored for the purpose of creating record of transactions, and for compliance purposes. Any recordings will be stored securely, and will not be disclosed outside the group companies, except as required by law.

Further please note that the emails sent to you and by you may be monitored, from time to time, for the purposes of identifying any non-compliance with company policies, or applicable laws.

Any data of customers, partners, employee or company contact data is strictly prohibited for circulation to anyone outside the Company and also you should restrain the circulation of data even for internal purpose except to the concerned employees of the Company.

If such monitoring discloses any breaches of any law or company policies disciplinary action may follow, including termination from the employment.

During Employment or cessation of your employment you cannot share any such data of the company pertaining to its customers, partners, employees, sensitive information

17. Intellectual Property: Subject to any relevant legislation, if at any time in the course of your employment you make or discover or participate in the making or discovery of any letters patent, trade marks, service marks, designs, copyrights, inventions, drawings, computer programs, know-how and rights of like nature however arising and whether registered or unregistered ("intellectual property") relating to or capable of being used in the Company (and of any other relevant Group Company, affiliate and/ or business associate of the Company) you shall immediately disclose full details thereof to the Company and, at the request and expense of the Company, you shall do all things which may be necessary or desirable for obtaining appropriate forms of protection for such intellectual property in such parts of the world as may be specified by the Company and for vesting all rights in the same in the Company or its nominee.

All rights and obligations under this paragraph in respect of intellectual property made or discovered by you during your employment shall continue in full force and effect after the termination of your employment and shall be binding upon your personal representatives

The employee shall not disclose to anyone, directly or indirectly, except when the duties may


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require, during or subsequent to the term of employment, any trade secret or confidential information regarding Company's business. Trade Secrets and Confidential information for this purpose shall include, but not limited to, product information, process information, customer lists, employee details, company policies and procedures and financial information (including results, budgets and other financial plans and systems).

18. Notice Period: In case either the employer or the employee wishes to terminate the employment contract, a notice of 90 days should be served in writing by the party who wishes to terminate the contract to the other party. The Company depending on the business context and its sole discretion may allow you to pay the equivalent of the Total Fixed Cost (TFC) (*excluding gratuity and GMC if applicable*) amount in lieu of any period and / or adjust notice period against your leave balance subject to satisfactory handing over of the charges to your superior.

Notice period during probation would be 30 days or equivalent of the TFC (*excluding gratuity*) in lieu of notice.

19. Termination: 1. If any time during the course of your employment it is found that you have made a false or an incomplete declaration as regards to your qualifications/ experience and other details, your appointment will be treated void *ab initio* and you shall cease to be on the rolls of the company with immediate effect. In that case you shall not be entitled to any notice period or payment in lieu thereof.

2. If any time during the course of your employment it is found that you have:

- a. committed any act of gross misconduct; or
- b. committed any serious breach or repeated or continued a material breach of the terms of your employment; or
- c. been guilty of conduct tending to bring yourself or the company into disrepute; or
- d. been convicted of a criminal offence, other than a road traffic offence for which you are not sentenced to a term of imprisonment whether immediate or suspended; or
- e. become bankrupt or made any arrangement or composition with or for the benefit of your creditors; or
- f. cease to hold the qualifications necessary for you to carry out your work with the company; or
- g. been found in an act of moral turpitude or having indulged in violations laws as applicable in general to the Company; or
- h. been absent for a continuous period of 14 days (including absence when leave though applied for, is not granted or when you overstay period of sanctioned leave by 14 days); or
- i. provided false, inaccurate or incomplete information to the company regarding your background and/or previous employment.
- j. been found inefficient or lower performer as compared to other employees of your category.

In all such aforementioned cases you shall not be entitled to any notice period or payment in lieu thereof.


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Near Sanghar Street, Jaipur-302002

20. **Performance Monitoring** :You are required to deliver performance up to the expected levels as per the targets entrusted to you by reporting officer from time to time. In case your performance is not found to be satisfactory, you will be put under an appropriate Performance Improvement Plan. In case your performance does not improve even after you are put on such plan, the Company will review the matter of continuance of your employment and take appropriate action, including but not limited to termination.

21. **Non Solicitation**: You shall not at any time during the term of your employment with the Company or thereafter for a period of six months after cessation of your employment, directly or indirectly solicit the Company's (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) personnel to leave the employment of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) or apply for employment with any third party or encourage such personnel of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to take any action or inaction that may adversely impact the performance or reputation of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) of its obligations under this Letter of Appointment and / or any other contract or adversely impact the ability of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to carry out its normal business activities.

22. **Others**: 1. It will be obligatory on your part to ensure compliance to the applicable statutes, regulations and requirements laid down by the Company, JV partners various regulatory and statutory bodies .

2. In the event of you being found acting in breach of your terms of appointment or indulged in an act of misconduct or an act that has brought disrepute to the organization, you shall render yourself liable for a disciplinary action as per the rules as applicable .

3. Clause headings do not form part or affect the interpretation of this letter of appointment.

23. **Joining Formalities**: As part of the joining formalities, you are requested to bring the following documents with you on the day of joining:

1. 3 Passport size photographs on red background (for branch offices red is not mandatory).
2. Copies of all years mark sheets of the highest qualification/Degree certificate
3. Copy of previous employer Salary Slip
4. Copy of Relieving Letter / Endorsed Resignation letter.
5. Copy of Address proof (any one) :-Ration Card/ Utility Bills/ Driving License/ Passport/ Affidavit
6. Copy of PAN Card
7. Copy of AADHAR Card

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association.

For **Care Health Insurance Limited**
(formerly known as Religare Health Insurance Company Limited)



Rashi Ramani

Head - Human Resources



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

Accepted and agreed by **Vishal Uppal**

Annexure: 1

	Per Annum	Per Month
BASIC	240000	20000
ALLOWANCES		
House Rent Allowance	120000	10000
Education Allowance	132324	11027
LTA Through Salary	42000	3500
<u>MONTHLY GROSS *</u>		45688
<u>BENEFITS:CONTRIBUTION BY ORGANISATION</u>		
Statutory Bonus	13932	1161
Provident Fund	28800	2400
Gratuity	11544	962
GMC	11400	950
TOTAL FIXED COST(TFC)	600000	
Annual Performance Pay	54000	0
Total Cost to Company (TCTC)	654000	0

* The following amount will be deducted from your monthly gross as your contribution towards statutory benefits

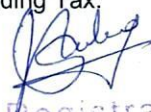
PF - 2400

Leave Travel Allowance or Medical Allowance (if applicable) will be paid as monthly components

Gratuity (if applicable) - As per Gratuity Act, payable only after completion of 5 continuous years of service in organization.

****Guaranteed Bonus:** You will be entitled for a onetime bonus of 60000 (all relevant taxes applicable) in April'25 in lieu of performance bonus for FY 24-25. This will be subject to your being in active services (non-resigned) with Care Health Insurance Limited at the time of payout(s). From year 25-26, you will be eligible to participate in the Company's Annual Incentive/Bonus Plan subject to the terms and conditions of such Plan and any amendments as may be made from time to time.

- **Deductions** The Company may during your employment, or on termination for whatever reason, deduct from your remuneration any monies due from you to the Company including but not limited to:
 - Any overpayment of salary or expenses or payment made to you by mistake or misrepresentation; and/or
 - Any outstanding loans or advances made to you by the Company; and/or Amounts equal
 - in sum to the amount of any secret/illegitimate profits that you make from the Company's business/interests; and/or
 - Any debt owed by you to the Company; and/or
 - Any other deductions permitted under applicable law including Tax.


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

From: Muskan Shaikh <muskan@coherentmarketinsights.com>
Sent: 21 March 2024 13:36
To: Vishwajeet Tanaji Patil
Cc: Priya Mahajan; Suraj Kishan Ishikar
Subject: Offer Mail :: Coherent Market Insights

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 Vishwajeet,

Hope you are doing absolutely fine!

We are delighted to inform you that your candidature has been unanimously approved and we would like to offer you the position of **Associate Client Partner** in **Business Development Team** at Coherent Market Insights.

Date of joining : 01st April, 2024 (WFO)

Time: 11:00 AM (WFO)

Should you choose accept this job offer, as per company policies, you would be entitled to the following remuneration:

During the probation tenure of 03 - 04 months, the CTC will be INR 20,000/- per month.

Salary Structure Post confirmation:

Details of Salary	Monthly	Annual
Basic	16,000.00	1,92,000.00
HRA	6,400.00	76,800.00
Conveyance	1,800.00	21,600.00
Medical Reimbursement	1,250.00	15,000.00
Special Allowance	10,950.00	1,31,400.00
Performance Incentive	-	-
Uniform Allowance	-	-
Research Allowance	-	-
Annual Performance Variable	-	3,00,000.00
Retention Bonus	-	-
GROSS AMOUNT	36,400.00	7,36,800.00
Provident Fund Employers Co.	1,800.00	21,600.00
Provident Fund Employee	1,800.00	21,600.00
CTC	40,000.00	7,80,000.00

- Your CTC would be entitled for all the applicable statutory taxes, ESI, PF, Employee welfare, professional deductions etc.

Upon successful completion of 1st year, you will be eligible for up to 70% hike on your current CTC, which will be depending on your performance.

Terms & Conditions –


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Near Sanganer Airport, Jaipur-302029

- By accepting this offer, you confirm that you would join Coherent Market Insights as per the given date and submit all the professionally required documents.
- By accepting this offer, you confirm that, you would maintain the confidentiality of all the information that you might have acquired during the process.
- You confirm that all the information provided by you during the interview process is true. Company would be opting for a background verification process in which if any information submitted by you is found false than company reserves all the rights to terminate the offer.
- Your Candidature is entitled to a service tenure of 24 months from the date of joining. This includes your probation period but excludes your notice period.

We request your revert to this email accepting the same by **07:00 PM on March 21th 2023** for this position to be considered to be closed, with your candidature. We look forward to having you as part of our ever-growing CMI family and are optimistic about you being a valuable addition to it.

We request you to confirm for this opportunity as your final decision, candidature accepting the offer mail and defaulting to be part of the organization would be blacklisted from the Industry employment list.

In case of any queries you may have regarding anything pertaining to the role, do drop in an email at muskan@coherentmarketinsights.com

Thanks & Regards,

COHERENT
MARKET INSIGHTS

Website: www.coherentmarketinsights.com

Muskan Shaikh | Talent Acquisition Executive

Human Resource

Mobile Number: 8237395765

E-mail: muskan@coherentmarketinsights.com



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N-S® Registered™, and DUNS Number is 860519526

Coherent Market Insights, California, United States

Registrar

The IIHMR University

1, Prabhu Dayal Marg

Near Sanganer Airport, Jaipur-302029

Date: 1/4/2024

To,
Vishwajeet Patil,
Vrundavan Villas, Bng No.153, Vishwa, Spurti Chowk,
Vishrambhag, Sangli-416416.

Appointment Letter

Dear Vishwajeet,

Coherent Market Insights is pleased to inform you that you have been selected through the rigorous selection process and we are glad to appoint you as "**Associate Client Partner in the Business Development Team**" in our Organization.

1. **Date of Joining:** The Company has been availing your services from 1/4/2024 in the capacity as mentioned above in accordance with the Appointment Letter. However, the Company reserves the right to change your roles and responsibilities from time to time depending on the priorities of the Company.
2. **Designation:** Your designation in the Company is "**Associate Client Partner in the Business Development Team**" and same shall be subject to change as per the Company's discretion.
3. **Probation:** You shall be on probation for a minimum period of **3 (three) to 4 (four)** months, from the date of joining the Company, depending on your performance ("**Probation Period**"). During the Probation Period, the Company may evaluate your performance on a periodic basis. Based on your performance, the Company shall, at its sole discretion, confirm your employment in writing, failing which you shall continue to be on probation. After confirmation you will be entitled to paid leaves, confirmation letter and other employee benefits entitled to the permanent employees according to the company norms.
4. **Salary:** You are paid a CTC amount of **INR 780,000 /- annually** (on confirmation). The allowances, benefits and other terms and conditions of your employment will be as per Company policies as applicable from time to time. Your compensation will be reviewed in future as per Company policy (Please refer to Annexure 1 for detailed Salary break up).
5. **Deductions:** Professional Tax, Income Tax Deducted at Source, PF or any other statutory deductions if applicable will be deducted from your salary CTC. Deductions would be applicable as company plans to implement Insurance policies, among others.


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Aundh, Pune, Maharashtra 411007



6. **Confidentiality:** You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, intellectual property, project cost & estimation, technology, software packages license, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile.
7. **Non-Compete:** During the term of this Agreement (which includes the notice period that may be applicable) and for a period of three (3) years post the termination or expiry of this Agreement, you shall not engage in any business or other activities which are directly or indirectly, competitive with the business of the Company. You agree that such a restriction is reasonable and necessary considering the nature of business of the Company. During your engagement with us, you will not undertake any alternative occupation/assignment/ project with any of the companies (unless consented in writing). In case you are found indulging in such activities it would lead to **immediate termination and compensation of 1 Lac.**
8. **Performance Appraisal:** Subject to your performance, and matching to the satisfaction of the Company, you shall be eligible for an appraisal upon completion of 1 (one) year of continuous service from the date of joining the Company.
9. **Variable/incentive Component:** In case you perform to the satisfaction of the Company, you may at the sole discretion of the Company be entitled to a variable component which shall form a part of the CTC.
 - 9.1 The variable/incentive component would be attached to your goals/ targets and may be disbursed either monthly, quarterly or annually, based on the program designed by management for your candidature/profile/position.
 - 9.2 You shall be entitled to only one variable component at one point of time.
 - 9.3 For Annual Variable/ incentives - You may be entitled to an annual variable/ incentives component only upon completion of 1 (one) year in the Company. The annual variable component would be disbursed in 3 (three) equal installments, over a period three months, from the completion of the tenure of one year.
 - 9.4 For Quarterly/Monthly Variable/ incentives - You may be entitled to monthly or quarterly variable/incentives components based on accomplishment of targets and reception of transactions, and completion of end-to-end loop on target projects.
 - 9.5 In case of resignation during the course, you will not to be entitled to the pending incentives or remaining/ remainder of the variable component.
10. **Duties & Obligations:** Your whole time and energy shall be engaged in discharging of your duties to the best interest of the Company. You shall abide by the instructions given by the Company. You will be held responsible for any act of omission and commission thereof during the tenure of your service.
11. **Relocation:** Presently the place of work will be in Pune, but during the course of the service, you shall be liable to be posted / transferred anywhere (any branches of the company or its group) to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management. Or if the company relocates from one location to another location you will co-operate with the decision.



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Near Jaipur International Airport, Jaipur - 302029

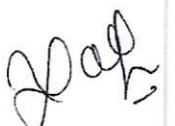


12. **Notice Period and Relieving, and Buyout:**

- 12.1 The notice period for leaving/ terminating services shall be **two months**. In case, if you happen to be on leave during the notice period, it will be extended by the number of days of your absence. You need to serve the notice period irrespective of their probation period.
- 12.2 The relieving letter would be issued to you on the last working day of their notice period. In exceptional case, the company can delay it on case-to-case basis. Full and final settlement would be completed within 45 days of the completion notice period.
- 12.3 In case you are not able to serve notice period, you are liable to buyout the notice period. The buyout option and to relieve the candidate in advance to notice period is entirely based on the decision of the management of the company. Management reserves all the rights to relieve you before the notice period depending on case to case basis. However, the full and final settlement would be completed only after 45 days of the completion of notice period.
- 12.4 In case, you fail to comply the notice period, **you would be liable to pay the gross salary for each month, for the duration of your service tenure and notice period**. During your engagement with us, you will not undertake any alternative occupation/assignment/ project with any of the companies (unless consented in writing). In case you are found indulging in such activities it would lead to **immediate termination and compensation of 1 Lac**. This is an additional compensation to the above mentioned clause 1.
13. **Service Tenure:** This appointment letter mandates you to serve the bond period of 24 months (Starting from 1/4/2024), which includes your probation period but excludes your Notice Period. In case of failure to complete the service tenure, you would be liable for compensation as mentioned in the "Compensation" clause. Please note that the company owns rights to terminate you without providing notification in case potential threat from your end to the organization, or in case of activity predefined by the company as an illegal activity.
14. **Compensation:** In case, you fail to comply the service tenure and notice period, you would be liable to pay the gross salary for each month, for the duration of your service tenure and notice period. During your engagement with us, you will not undertake any alternative occupation/assignment/ project with any of the companies (unless consented in writing). In case you are found indulging in such activities it would lead to immediate termination and compensation of 1 Lac. This is an additional compensation to the above mentioned clause.



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15. **Retention Bonus:** Subject to the acceptance of and conformity with the stipulations of the Appraisal Letter by you, you may at the sole discretion of the Company be entitled to a retention bonus which shall form a part of the CTC ("**Retention Bonus**"). The Retention Bonus may be disbursed in 3 (three) installments, over a period of three months, from the completion of the tenure of one year. In case of resignation during the course, you will not be entitled to the pending retention bonus or remaining/remainder of the bonus component.
16. **Termination:** Company can terminate your employment after giving you Fifteen Days advance notice. Additionally, the company has authority to terminate you the same day on the grounds of any acts which can harm to the company in their business or moral ethics. Absence for a continuous period of 8 days without prior approval of your superior, (including overstay on leave / training) would result in you losing your lien on the service and the Company will have the sole discretion on the same. Poor Performance or Carelessness towards work may lead you to your Termination. You have been offered this appointment letter on the basis of personal particulars and other information furnished by you. If, in the future, the Management finds that you have suppressed facts or have furnished wrong information, this appointment will be automatically declared null and void.
17. **Revision:** The Company may at its discretion without any prior notice, amend or modify the terms and conditions of the documents related to your employment including but not limited to the Appointment Letter, Appraisal Letter, Company's Policies, etc.



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Annexure I

Compensation during Probation:

Designation: Management Trainee

Details of Salary	Monthly	Annual
Basic	8,000.00	96,000.00
HRA	3,200.00	38,400.00
Conveyance	1,800.00	21,600.00
Medical Reimbursement	1,250.00	15,000.00
Special Allowance	3,830.00	45,960.00
Performance Incentive	-	-
Uniform Allowance	-	-
Research Allowance	-	-
Annual Performance Variable	-	-
Retention Bonus	-	-
GROSS AMOUNT	18,080.00	2,16,960.00
Provident Fund Employers Co.	960.00	11,520.00
Provident Fund Employee	960.00	11,520.00
CTC	20,000.00	2,40,000.00

Your CTC would be entitled for all the statutory taxes, PF, ESIC and other professional deductions.


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Aundh, Pune, Maharashtra 411007

2022

Compensation for the 1st Year (Post Probation):

Designation: Associate Client Partner

Details of Salary	Monthly	Annual
Basic	16,000.00	1,92,000.00
HRA	6,400.00	76,800.00
Conveyance	1,800.00	21,600.00
Medical Reimbursement	1,250.00	15,000.00
Special Allowance	10,950.00	1,31,400.00
Performance Incentive	-	-
Uniform Allowance	-	-
Research Allowance	-	-
Annual Performance Variable	-	3,00,000.00
Retention Bonus	-	-
GROSS AMOUNT	36,400.00	7,36,800.00
Provident Fund Employers Co.	1,800.00	21,600.00
Provident Fund Employee	1,800.00	21,600.00
CTC	40,000.00	7,80,000.00

Note: Annual Performance Variable will be disbursed monthly or quarterly as per the incentive structure subject to the accomplishment of targets.

Your CTC would be entitled to all the statutory taxes, PF, ESIC, and other professional deductions.

Compensation for the 2nd Year

Following one year of employment with the organization, compensation will be subject to annual appraisal, with the potential for up to a 70% increase based on performance.

*Note:

1. Your CTC would be entitled for all the statutory taxes, PF, ESIC, Professional tax, Employee welfare fund, others government regulatory deductions, and deductions planned and informed by management.
2. If the terms are favorable, please indicate by signing the copies of the letter and submit the same to HR Department within 2 Working days. This letter will lapse and can no longer be accepted if not submitted by the stipulated date.

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

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Aundh, Pune, Maharashtra 411007

[Handwritten Signature]

For Company:

Raj Shah

CEO-Coherent Market Insights

Place: Pune

Date: 1/4/2024



For Employee:

I have read and understood the terms and conditions stated in the Appointment Letter and hereby confirm my acceptance of the offer of appointment as Associate Client Partner

Name Vishwajeet Tanaji Pawl

Signature [Signature]

Place Pune

Date 1-04-2024

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



FACTORY & REGISTERED OFFICE:
424, NEW GIDC, KABILPORE, NAVSARI - 396 424 (GUJ) INDIA
TEL : +91 - 74900 41163 | E-mail : sales@beaconindia.com
Website : www.beaconindia.com | CIN No. : U24232GJ1990PTC013764

REF. NO: BDPL/076/2024-25

DATE: 01/05/2024

To,
Mr. Vitthal Suryakant Kalyan
Shraddha Nagar, Nanded
Maharashtra
Mobile No: +91 9665653526
Email id: vitthal.pm14@iihmr.in

SUB: OFFER LETTER

Dear Mr. Vitthal,

This has reference to your bio-data and subsequent interview with our **Vice President, Mr. Varghese Thomas**. We are pleased to offer you an appointment **Product Executive** in our organization at **Pune H.Q.** in **Grade S3**. Initially you will be based at our HO, Navsari till further notification.

You will be paid CTC Rs. 3.37 Lacs per Annum.

Your Probation Period will be of six months from your date of joining.

You have to report all your activities / details to our Vice President, Mr. Varghese Thomas.

Please make sure to submit relieving letter obtained from the last employer along with acceptance of this offer letter.

An appointment letter will be issued after completing induction training.

Your employment will be considered from your date of joining & filling a joining report by your superior.

Your date of joining should not later than **01.05.2024**.

Please find attached herewith Application Form and list of required documents, you are requested to fill up all the details and send the same to us with a copy of Offer Letter duly signed by you.

With best wishes,

FOR BEACON DIAGNOSTICS PVT. LTD.

I Accept

Jignesh M Patel
Sr. Manager - HR/Admin

Mr. Vitthal Kalyan

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sangster Airport, Jaipur-302020

Anita Thapa

From: Vinod Tejwani
Sent: 23 April 2024 13:36
To: Anita Thapa; N Satheeshkanna
Subject: FW: Grateful Acceptance of Employment Offer
Attachments: Vivek Pandey Offer Letter.pdf

With Regards,



Vinod Tejwani
Dean- Placements & Alumni Relations

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

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

From: Vivek Pandey <vivek.pm14@iihmr.in>
Sent: Monday, April 22, 2024 10:40 PM
To: Bareen Abbas <bareen.abbas@burjeelholdings.com>
Cc: ABU RAMEES <abu.ramees@burjeelpharmacy.com>; Asha Dilbagh <asha.dilbagh@burjeel.com>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Subject: Grateful Acceptance of Employment Offer

Dear Ma'am and Sir,
Greetings!!!

I hope this email finds you well.

I am writing to express my sincere gratitude for extending the employment offer to me for the position of Management Trainee in the Procurement Department at Life Line Drug Store LLC.

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

Having carefully reviewed the terms and conditions outlined in the offer letter, I am pleased to confirm my acceptance of the position. I acknowledge and agree to all the terms mentioned, and I am enthusiastic about the opportunity to contribute to the team.

Please find attached the signed copy of the offer letter as per your request.

I am also eager to comply with any further procedures necessary for the successful completion of the onboarding process.

I deeply appreciate the opportunity to join Burjeel Holdings and I am looking forward to commencing my employment at the earliest convenience.

Thank you once again for this opportunity.

Warm regards,

Vivek Pandey

From: Bareen Abbas <bareen.abbas@burjeelholdings.com>

Sent: Sunday, April 21, 2024 5:11 PM

To: Vivek Pandey <vivek.pm14@iihmr.in>

Cc: ABU RAMEES <abu.ramees@burjeelpharmacy.com>; Asha Dilbagh <asha.dilbagh@burjeel.com>

Subject: Re: Proposed Employment Offer - Mr. Vivek Pandey - Administrative Assistant - Life Line Drug Store LLC

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.

Classification Confidential

Dear Mr. Vivek,

(Handwritten Signature)
Registrar
The IIHMR University
Prabhu Dayal Marg
Sanganer Airport, Jaipur-302029

Please refer to the *revised* particulars of the proposed offer below for your reference.

?

?

Name	Mr. Vivek Pandey	Job Title	Management Trainee
Nationality	Indian	Department	Procurement
Date of Birth	9 th June 2001	Reporting to	Head of Department
Marital Status	Single	Business Unit	Life Line Drug Store LLC
Category	Non – Clinical/Admin	Contract Type	Limited

SALARY PARTICULARS-PER MONTH

Basic Salary	AED	1,600/- (One Thousand Six Hundred Only)
Housing Allowance (HRA)	AED	Bachelor's Sharing Accommodation Equivalent to AED 500/-
Special Allowance	AED	1,200/- (One Thousand Two Hundred Only)
Transportation Allowance	AED	1,200/- (One Thousand Two Hundred Only)
Gross Salary	AED	4,000/- (Four Thousand Only)

TERMS & CONDITIONS

Employment Contract Status	Single Status - Employee visa expenses shall be borne by the company
Hours of Work	48 Hours (6 days a week)
Probation Period	06 Months
Notice Period	03 Months
Annual Leave	30 Calendar Days as per UAE Labor Law

Medical Insurance	Insurance Coverage for self – Can avail if on employment visa only.
Air Ticket	Fixed allowance (Economy airfare) for self, upon completion of once every 2 years of service based on place of origin. (Can avail if on employment visa, in case of contract expiry with non-renewal separations, Repatriation ticket only or the allowance will be reimbursed)
End of Service Settlement	As per UAE Labor Law
I, ----- the undersigned, hereby confirm my acceptance of the foregoing terms & conditions of employment and confirm my agreement to this offer. I also hereby authorize the company to conduct an employment and educational verification and agree to fully cooperate with any third-party authorized by the company for this purpose. By executing and returning this Offer Letter, I confirm, not having any existing legal cases, disciplinary or other actions or claims pending against me and that I am not obligated under any non-compete, conflicting or restrictive covenants with my previous employer(s) or any third party. My execution and performance of this Offer Letter and any potential forthcoming employment documents will not violate any law or contractual obligations towards any third party. To this extent I fully indemnify and hold harmless the Company. _____ Signature with Date	
• This employment offer & the terms and conditions mentioned above are subject to the successful completion of background verification/reference check, health authority license, employment visa permits by the respective authorities of UAE, Insurance provider's clearance (if applicable) and upon providing all requested documents verified and attested. • Should you (the Employee) rescind/ revoke this offer after countersigning, the Employee undertakes to pay within five (5) business days of demand from the Company (the Employer) all recruitment expenses, including but not limited to, visa, airfare, insurance (including malpractice and health), recruitment cost, licensing, administration, or other costs incurred by the Employer. • Please do not resign or obtain release from your current employer unless confirmed by email from the Talent Acquisition department. • Any related additional cost will be the responsibility of applicant (i.e., BAN removal, health authority license renewal, certificate attestation, urgent visa requests). • This offer would be valid for 03 days from the date forwarded to the applicant. In case the applicant does not confirm acceptance within the mentioned period, the company may consider the given offer null and void. • The contents of this document are confidential and intended solely for the recipient only. Reproduction or forwarding is strictly forbidden.	

Requesting you to verify the personal details (name, nationality, date of birth & marital status) in proposed offer.

Looking forward to hear from you at the earliest.

Near Sangner Airport, Jaipur-302015
 The IHMR University
 Registrar
 1, Prabhu Dayal Marg
 Jaipur-302015

DISCLAIMER: Burjeel Holdings or any of its affiliates are not associated with third-party recruiters and no fee is levied from the candidate for any jobs that we offer. You are hereby requested to inform the HR department/Burjeel Holdings Talent Acquisition department in-case of any payment demanded from you with this regard by any entity.

For further details, please visit hospital official careers page.

Thanks & Regards,

Bareen Abbas
HR Officer

bareen.abbas@burjeelholdings.com
www.burjeelholdings.com
PO Box: 7400, Abu Dhabi, UAE



Connecting Care, Scale & Community

From: Bareen Abbas

Sent: Saturday, April 20, 2024 5:00 PM

To: vivek.pm14@iihmr.in <vivek.pm14@iihmr.in>

Cc: ABU RAMEES <abu.ramees@burjeelpharmacy.com>; Asha Dilbagh <asha.dilbagh@burjeel.com>

Subject: Proposed Employment Offer - Mr. Vivek Pandey - Administrative Assistant - Life Line Drug Store LLC

Dear Mr. Vivek,

Greetings from Burjeel Holdings!

Following your recent interview, we are pleased to offer you the position of **Administrative Assistant in Life Line Drug Store LLC**.

Please refer to the particulars of the proposed offer below for your reference.

2

Name	Mr. Vivek Pandey	Job Title	Administrative Assistant
Nationality	Indian	Department	Procurement
Date of Birth	9 th June 2001	Reporting to	Head of Department
Marital Status	Single	Business Unit	Life Line Drug Store LLC
Category	Non – Clinical/Admin	Contract Type	Limited

SALARY PARTICULARS-PER MONTH

Basic Salary	AED	1,600/- (One Thousand Six Hundred Only)
Housing Allowance (HRA)	AED	Bachelor's Sharing Accommodation Equivalent to AED 500/-
Special Allowance	AED	1,200/- (One Thousand Two Hundred Only)
Transportation Allowance	AED	1,200/- (One Thousand Two Hundred Only)
Gross Salary	AED	4,000/- (Four Thousand Only)

TERMS & CONDITIONS

Employment Contract Status	Single Status - Employee visa expenses shall be borne by the company
Hours of Work	48 Hours (6 days a week)
Probation Period	06 Months
Notice Period	03 Months

Annual Leave	30 Calendar Days as per UAE Labor Law
Medical Insurance	Insurance Coverage for self – Can avail if on employment visa only.
Air Ticket	Fixed allowance (Economy airfare) for self, upon completion of once every 2 years of service based on place of origin. (Can avail if on employment visa, in case of contract expiry with non-renewal separations, Repatriation ticket only or the allowance will be reimbursed)
End of Service Settlement	As per UAE Labor Law

I, ----- the undersigned, hereby confirm my acceptance of the foregoing terms & conditions of employment and confirm my agreement to this offer. I also hereby authorize the company to conduct an employment and educational verification and agree to fully cooperate with any third-party authorized by the company for this purpose. By executing and returning this Offer Letter, I confirm, not having any existing legal cases, disciplinary or other actions or claims pending against me and that I am not obligated under any non-compete, conflicting or restrictive covenants with my previous employer(s) or any third party. My execution and performance of this Offer Letter and any potential forthcoming employment documents will not violate any law or contractual obligations towards any third party. To this extent I fully indemnify and hold harmless the Company.

Signature with Date

- This employment offer & the terms and conditions mentioned above are subject to the successful completion of background verification/reference check, health authority license, employment visa permits by the respective authorities of UAE, Insurance provider's clearance (if applicable) and upon providing all requested documents verified and attested.
- Should you (the Employee) rescind/revoke this offer after countersigning, the Employee undertakes to pay within five (5) business days of demand from the Company (the Employer) all recruitment expenses, including but not limited to, visa, airfare, insurance (including malpractice and health), recruitment cost, licensing, administration, or other costs incurred by the Employer.
- Please do not resign or obtain release from your current employer unless confirmed by email from the Talent Acquisition department.
- Any related additional cost will be the responsibility of applicant (i.e., BAN removal, health authority license renewal, certificate attestation, urgent visa requests).
- This offer would be valid for 03 days from the date forwarded to the applicant. In case the applicant does not confirm acceptance within the mentioned period, the company may consider the given offer null and void.
- The contents of this document are confidential and intended solely for the recipient only. Reproduction or forwarding is strictly forbidden.

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

Requesting you to verify the personal details (name, nationality, date of birth & marital status) in proposed offer.

Looking forward to hear from you at the earliest.

DISCLAIMER: Burjeel Holdings or any of its affiliates are not associated with third-party recruiters and no fee is levied from the candidate for any jobs that we offer. You are hereby requested to inform the HR department/Burjeel Holdings Talent Acquisition department in-case of any payment demanded from you with this regard by any entity.

For further details, please visit hospital official careers page.

Thanks & Regards,

Bareen Abbas
HR Officer

bareen.abbas@burjeelholdings.com
www.burjeelholdings.com
PO Box: 7400, Abu Dhabi, UAE



Connecting Care, Scale & Community

Disclaimer: The information contained in this message may be confidential and legally protected under applicable law. The message is intended solely for the addressee(s). If you are not the intended recipient, you are hereby notified that any use, forwarding, dissemination, or reproduction of this message is strictly prohibited and may be unlawful. If you are not the intended recipient, please contact the sender by return e-mail and destroy all copies of the original message.

Re: Proposed Employment Offer - Mr. Vivek Pandey - Administrative Assistant - Life Line Drug Store LLC

Bareen Abbas <bareen.abbas@burjeelholdings.com>

Sun 4/21/2024 5:11 PM

To: Vivek Pandey <vivek.pm14@iihmr.in>

Cc: ABU RAMEES <abu.ramees@burjeelpharmacy.com>; Asha Dilbagh <asha.dilbagh@burjeel.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.

Classification Confidential

Dear Mr. Vivek,

Please refer to the *revised* particulars of the proposed offer below for your reference.

Name	Mr. Vivek Pandey	Job Title	Management Trainee
Nationality	Indian	Department	Procurement
Date of Birth	9 th June 2001	Reporting to	Head of Department
Marital Status	Single	Business Unit	Life Line Drug Store LLC
Category	Non - Clinical/Admin	Contract Type	Limited

SALARY PARTICULARS-PER MONTH

Basic Salary	AED	1,600/- (One Thousand Six Hundred Only)
Housing Allowance (HRA)	AED	Bachelor's Sharing Accommodation Equivalent to AED 500/-
Special Allowance	AED	1,200/- (One Thousand Two Hundred Only)
Transportation Allowance	AED	1,200/- (One Thousand Two Hundred Only)
Gross Salary	AED	4,000/- (Four Thousand Only)

TERMS & CONDITIONS

Employment Contract Status	Single Status - Employee visa expenses shall be borne by the company
Hours of Work	48 Hours (6 days a week)
Probation Period	06 Months
Notice Period	03 Months
Annual Leave	30 Calendar Days as per UAE Labor Law
Medical Insurance	Insurance Coverage for self - Can avail if on employment visa only.
Air Ticket	Fixed allowance (Economy airfare) for self, upon completion of once every 2 years of service based on place of origin. (Can avail if on employment visa, in case of contract expiry with non-renewal separations, Repatriation ticket only or the allowance will be reimbursed)
End of Service Settlement	As per UAE Labor Law

I, VIVEK PANDEY the undersigned, hereby confirm my acceptance of the foregoing terms & conditions of employment and confirm my agreement to this offer. I also hereby authorize the company to conduct an employment and educational verification and agree to fully cooperate with any third-party authorized by the company for this purpose. By executing and returning this Offer Letter, I confirm, not having any existing legal cases, disciplinary or other actions or claims pending against me and that I am not obligated under any non-compete, conflicting or restrictive covenants with my previous employer(s) or any third party. My execution and performance of this Offer Letter and any potential forthcoming employment documents will not violate any law or contractual obligations towards any third party. To this extent I fully indemnify and hold harmless the Company.

Signature with Date

Registrar

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

Ref: NHPL/HR/OL/23-24/0 446

To,

Mr. Yash Goyal,

Agra, U.P.

Mob: 8191850792

Email: psyashgoyal@Gmail.Com

Sub: Offer Letter.

Dear Mr. Yash,

This is with reference to your interview with us.

We are Pleased to inform you that you have been selected on the position of "Product Executive" at Delhi- HQ, You shall be entitled to receive Monthly Gross remuneration as per ANNEXTURE " A".

The details of your remuneration would be conveyed in our detailed appointment letter

Please submit a copy of your resignation to the present employer immediately.

You are required to join us on **22nd April-2024.**

This provisional appointment letter will be confirmed.

ed by a final appointment letter, on submitting your educational testimonials and release letter from your previous employers, if any indicating the length of service and salary last drawn.

Kindly confirm your acceptance of this offer.

Thanking you,

With warm regards,

For M/s NAVA HEALTHCARE PVT.LTD.

RAJESH SHARMA

(HR MANAGER)


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



FW: offer letter.

From Yash Goyal <yashgoyal.pm14@iihmr.in>

Date Sat 3/30/2024 2:49 PM

To Placements <placements@iihmr.edu.in>

1 attachment (1 MB)

Yash Goyal.pdf;

Respected Sir,

Kindly find the attachment of my offer letter and trail confirmation mail.

Thanks,

Yash

From: Yash Goyal <yashgoyal.pm14@iihmr.in>

Sent: 29 March 2024 12:56

To: Rajesh Sharma <rajesh.sharma@navahealthcare.com>

Subject: Offer Letter || NAVA HEALTHCARE ||

Dear Yash,

This is with reference to your interview with us. We are Pleased to inform you that you have been selected on the position of "**Product Executive**", including a total Cost to Company (CTC) of ₹5,00,000 per annum.

Kindly find the enclosed Offer letter and share your acceptance latest by 25th March 2024.

Rajesh Sharma

HR Manager




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



HEXAGON NUTRITION LIMITED

Nutritionally Yours...

(Formerly known as Hexagon Nutrition Private Limited)

Date: 12th February, 2024

To,
Mr. Yash Narendra Kale
201, Plot 52, Shri Shobha Flats,
Omkar Nagar,
Dist: Maharashtra
Pin code: 440027

OFFER LETTER

Dear Mr. Yash,

With reference to our discussion, we are pleased to inform that you have been selected for the post of **Management Trainee - Sales & Marketing** in our organisation based at **Delhi HQ**.

Your annual compensation package will be as mutually agreed during the discussion.

You will be on Training period for 1 year from the date of joining and your subsequent continuation will be subject to your successful completion of your Training period and alignment with the Company's Culture Philosophy. On joining us, your superior will give you details of your job profile in writing.

As agreed by you, we understand that you will join on any day, **on or before 15th February 2024**.

Wishing you all the best for a meaningful long-term association with us.

For Hexagon Nutrition Ltd.

Monica Monteiro

Ms. Monica Monteiro
Manager - Human Resources

[Signature]
Registrar
The IHMR University
1, Prabhu Dayal Marg
Near Sangner Airport, Jaipur-302020

Date: 08th February, 2024

CIN:- U24110MH1993PLC072189

404 Global Chamber, Adarsh Nagar, Link Road,
Andheri (W), Mumbai (Maharashtra) - 400053 - INDIA.
Tel. No.: +91-22-62136710/711
Website : www.hexagonnutrition.com
Email ID: enquiry@hexagonnutrition.com

HN 9480



SGS



"2015 Dietary Supplement
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SGS



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Chemicals &
pharmaceuticals Sector
By
Dun & Bradstreet"



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By
The Economic Times"

FSSC 22000



"Clinical Nutrition
Brand of the year 2016
By
CNS Medicine, Nutraceuticals
& Health Awards"



HEXAGON NUTRITION LIMITED

Recruitment of Management Trainee - Sales

➤ **Position – Management Trainee – Sales (Full time role)**

➤ **Industry – Nutraceutical.**

➤ **Education & Salary Eligibility.**

M.B.A pass out – 4.0 lacs per annum + 1.0 lacs retention bonus + Daily Allowances per month + Incentives.

➤ **Job Specification:**

- Proficiency and fluency in English (read/write/speak).
- Business understanding - primary, secondary, top line, bottom line, product incentives, DCR, portal access, KOL, Dr List, Stock statements, productivity, expiry.
- Presentation and negotiation skills, influencing skills

➤ **Job Description:**

- Responsible to achieve primary and secondary sales targets for the assigned Headquarter
- Selling the company's product to doctors, pharmacists, and other relevant healthcare professionals.
- Scheduling appointments with doctors, pharmacists, and other healthcare professionals to promote company medications
- To ensure timely execution of marketing inputs and strategies.
- Meeting Stockists/Chemist and make the products available.
- To ensure timely updation of doctor and KOL list.
- To ensure timely liquidation of products to avoid the expiry in the Headquarter

Note :-

1. **This is field job and requires travelling.**
2. **Candidates holding 2-wheeler licence and having their own bike/scooty shall only apply.**


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