



26th September 2024

Mr. Abhishek Bari
Shahdol, Madhya Pradesh
Pin Code - 484110



Letter of Intent

Dear Abhishek,

Namaste!

Pursuant to your candidature being found suitable in the selection process, we are pleased to inform that you have been selected as **Management Trainee – Sales & Marketing at Apollomedics Super Speciality Hospitals, Lucknow**, as per the mutually agreed upon 'Terms & Conditions' and indicated in this **Letter of Intent**.

You are requested to join us **on or before 03/03/2025** after which this offer shall stand withdrawn.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:

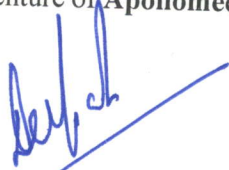
- **Passport size photographs of Self [1No(s).], Spouse (01 No.) and Dependents (01 each).**
- **Relieving / Work Experience Letter** from immediate and past employers.
- **Academic & Professional Qualification(s)** certificates.
- **Proof of Date of Birth (Class X Passing or Birth Certificate).**
- **Proof of Address (Any Govt. issued Photo ID with Address, for e.g., AADHAR CARD / Passport / Driving License).**
- **AADHAR CARD & PAN CARD.**
- **Latest Appraisal Letter with CTC Annexure & 03 Months Pay Slips** in support of last drawn salary.

Your services are liable to be transferred at the sole discretion of organization, in such other capacity as the company may determine, to any department / vertical / section, location, sister concern or subsidiary. As a token of having accepted this offer, kindly sign the duplicate copy of this letter and return the same.

We look forward to 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 AHILM University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029



Name: Abhishek Bari
Designation: Management Trainee
Department: Sales & Marketing

Salary Components	Per Month	Per Annum
	(INR)	(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
Salary (Sum A+B+C+D)	50,000	6,00,000
** Special Bonus (Onetime post completion of one year)		1,00,000
Total Cost to Company - (TCTC)		7,00,000


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

Date: 3 December 2024

To,

Mr. Abhishek Hajare

A7/3/1 Millenium Towers, Sanpada, Navi Mumbai, Maharashtra, 400705

Subject: Offer Letter for “Executive Management Trainee” at Sahyadri Hospitals Private Limited

Dear Abhishek,

We are pleased to offer you the position of “**Executive Management Trainee**” at Sahyadri Hospitals Private Limited. After carefully reviewing your skills, qualifications, and potential during the Campus Placement Interview conducted at your institute, we are confident you will make a valuable addition to our organization.

This letter outlines the terms of your employment.

1. Role

You will report to the **Senior Manager, Human Resources**. During your tenure as an Executive Management Trainee, you will undergo structured training in various functional areas. This is intended to prepare you for a suitable role in the organization upon successful completion of the training period.

2. Training Period

Your training period will begin on **7 April 2025** and will last for 1 year. During this period, your performance will be assessed based on defined criteria. You will also be given assignments from time to time through which you will highlight your learnings. Upon successful completion of the training, you will be absorbed as **Assistant Manager (Band M1)**.

3. Compensation and Benefits

During your training period you will be paid an annual salary of **₹ 6,50,000 (Rupees Six Lacs Fifty Thousand)** subject to statutory deductions.

Post-Training, your compensation will be revised upon confirmation based on performance and the role assigned as well as market parity.



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

Sahyadri Hospitals Private Limited (CIN: U85110PN1996PTC099499)

Registered and Corporate Office : Survey No. 89 & 90, Plot No. 54, Lokmanya Colony, Kothrud, Pune 411 038

Tel. : + 91 20 6721 5000 | Fax No. : + 91 20 6721 5098 | www.sahyadrihospital.com | feedback@sahyadrihospitals.com

| Pune - Deccan Gymkhana, Kothrud, Hadapsar, Hadapsar Annex, Bibwewadi, Kasba Peth, Nagar Road, Shivajinagar | Karad | Nashik

You will also be eligible for benefits such as:

- Medical Benefits
- Internal Training Opportunities
- and all other benefits applicable to M1 band of a unit.

Statutory deductions such as Income Tax and Provident Fund will apply as per prevailing laws.

4. Duties and Responsibilities

During your training period, you would be posted in various departments of the hospital and would be managing duties and responsibilities as assigned by the respective Functional Head and Reporting Head of the department.

5. Work Location and Hours

Your place of posting would be **Pune** however, the organization reserves the right to transfer you to any of its hospitals or locations based on business requirements. Your duty timings will vary according to the Unit and Department where you would be posted.

6. Leave Policy

During the training period, you will be entitled to Leaves as per the leave policy applicable to band M1 of a unit. Your leave is subject to approval as per the company's Leave policy.

7. Company Policies and Code of Conduct

You must adhere to the company's policies, including the Code of Conduct, Confidentiality Agreement, and other operational guidelines. Any breach of these policies may lead to disciplinary action, including termination of employment.

8. Confirmation

After successful completion of the one-year Training program, your confirmation will be subject to an assessment which would include factors related to your performance and feedback throughout the year.

9. Termination and Notice Period

During the training period, either party may end this agreement by giving two months' notice or payment in lieu thereof.

Post completion of the training, the termination terms will be governed by the company's employment policies applicable to the confirmed role.

10. Documentation Requirements

You are requested to send the following documents on or before your joining date:

1. Photocopies of all academic certificates and transcripts.
2. A copy of your Aadhaar Card and PAN Card.
3. Relieving letter from your last employer (if applicable).
4. Passport-sized photographs (Five copies).



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

Sahyadri Hospitals Private Limited (CIN: U85110PN1996PTC099499)

Registered and Corporate Office : Survey No. 89 & 90, Plot No. 54, Lokmanya Colony, Kothrud, Pune 411 038

Tel. : + 91 20 6721 5000 | Fax No. : + 91 20 6721 5098 | www.sahyadrihospitals.com | feedback@sahyadrihospitals.com

| Pune - Deccan Gymkhana, Kothrud, Hadapsar, Hadapsar Annex, Bibwewadi, Kasba Peth, Nagar Road, Shivajinagar | Karad | Nashik

11. Joining Date

Your expected joining date is **7 April 2025**. Please confirm your acceptance of this offer and your availability by signing and returning a copy of this letter within two days of receiving this letter

We are excited to have you join our team and look forward to your contributions to our organization.

Regards,



Vijeta Kulkarni

General Manager Human Resources

Sahyadri Hospitals


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

Acknowledgment and Acceptance

I, **Mr. Abhishek Hajare**, accept the offer for the position of "**Executive Management Trainee**" as per the terms and conditions outlined above. I agree to join on **7 April 2025** and abide by the company's policies.

Signature: _____

Date: _____

Place: _____

Annexure -A

Name Mr. Abhishek Hajare

	Particulars	Monthly	Annually
A	Base Pay		
1	Basic	19500	234000
2	Dearness Allowance **	0	0
	Total (A)	19500	234000
B	Pay Components		
3	House Rent Allowance	7800	93600
4	Flexi Pay	21450	257396
5	Department Allowance *	0	0
6	Living Expense Allowance *	0	0
	Total (A+ B)	48750	584996
C	Retirement Benefits		
1	Employer Provident Fund contribution **	1800	21600
2	Gratuity **	938	11256
	Total (C)	2738	32856
D	Statutory Benefits		
1	Bonus **	1184	14208
2	ESIC Employer **	0	0
	Total (D)	1184	14208
E	Staff Welfare		
1	Medical Insurance/Benefits*	1495	17940
	Total (E)	1495	17940
F	Yearly Performance Linked Incentive		
	COST TO COMPANY (A+B+C+D+E+F)	54167	650000
	Statutory Deductions		
1	Less: PF (Employee's) 12%	1800	
2	Less PT	200	
3	ESIC 0.75%	0	
	Net Take Home (Before Tax)	46750	

Increment %

*Subject to change from time to time as per the organisation's policy

**Subject to change as per Government Notifications and paid as per Law.

1. The compensation structure is subject to change keeping the CTC same.
2. Salary Increment % is calculated considering work performance as well as market parity.
3. The above mentioned net salary will be subject to deduction of as per Income Tax Act 1961.
4. Allowances are allocated as per the discretion of the Management.
5. Matters pertaining to your compensation remains Strictly confidential. Your compensation package is unique to you. It is essential that you maintain the confidentiality of the terms and conditions of your engagement with the organisation.
6. Group Medical insurance/Benefits amount will be deducted as per policy.
7. Management reserves the right for renewal/ modification/ withdrawal of Medical Insurance Policy.
8. You need to allocate flexi pay at the time of Recruitment / Joining / Revision of salary as per options available. These components are not in nature of wages and hence are not reckoned for PF, Gratuity etc.

Vijeta Kulkarni

Mrs. Vijeta Kulkarni

General Manager Human Resources

Employee Signature

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



PRINCEPHARMA

Vente produits pharmaceutiques

R.C.C.M. N° 14-B-3367 I.d. NAT. 01-F4300-K25707C B.P.: 14722 Impôt N° A0701115W

Ref: PRINCE/HRD/CNG/CONT- 325

Date: 22nd February 2025

Mr. Abhishek Tyagi
Passport Number: C8959645
A-111 Vaishnodham,
Near ARK City, Meerut Cant.,
Meerut: 250001, Uttar Pradesh, India.

Sub: Employment Contract

Dear Mr. Abhishek,

We are glad to inform that "PRINCE PHARMA" at **Avenue Luambo Makiadi n 3, Commune de la Gombe, Kinshasa, Republique Democratique du Congo** is pleased to offer you employment for the position of **"Executive – PMT"** for a contract period of **4 (2+2) years** with the following terms and conditions:

1. **Remuneration:** A consolidated sum as mentioned in **Annexure-A** to this offer letter will be paid per month in India. You will be eligible for the increment based on your performance yearly.
2. **Accommodation and utility charges:** A reasonably furnished sharing accommodation and Indian food would be provided at the organization's expenses. All the utilities like electricity, water charges, official phone charges etc., will be borne by the organization.
3. **Transport:** Organization will provide transport to and from the workplace.
4. **Medical Expenses:** Medical expenses in Congo for your illness will be borne by the organization, except inborn and hereditary diseases.
5. **Transfer:** Your service can be transferred to any department, office, branch or establishment forming part of our organization or our group of companies in Congo or anywhere else wherever their presence is. Such transfer will not automatically create any rights to a revision in your salary or other terms and conditions of your services.
6. **Travel Policy:** You will be covered by our domestic or foreign travel policy rules applicable to your level of business visit or outside of your workplace.
7. **Probation:** Your probation period will be 6 months from the date of joining. Probation period evaluation will be after completion of 3 months & 6 months.



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



PRINCEPHARMA

Vente produits pharmaceutiques

R.C.C.M. N° 14-B-3367 I.d. NAT. 01-F4300-K25707C B.P.: 14722 Impôt N° A0701115W

8. **Working Environment:** You are supposed to maintain a good working environment in the company and will not be allowed to drink alcohol in the workplace or outside the premises.
9. **Dependency Expenses:** Company is not responsible for all the expenses for Visa, Tickets and any legal documents to your dependencies like wife, kids, relatives and friends. Company is not responsible to pay any school fees/education facilities to your dependencies like wife, kids, relatives, and friends. Company will only provide family accommodation based on management's discretion.
10. **Exclusive Service:** Unless the organization otherwise consents in writing in its sole discretion, you will devote your entire resources and full and undivided attention exclusively to the business of the organization during the term of your employment with the group and shall not accept any other employment or engagement (honorary or otherwise).
11. **Confidentiality:** You will devote your whole time and attention to your duties to promote the interest of our organization and will not utilize or divulge to any person or persons, any of our business secrets and affairs.
12. **Devotion to duties:** You shall devote the whole of your time attention and abilities during normal business hours and at such other times as the Company or your duties may reasonably require to the business and affairs of the Company unless prevented by ill health from so doing.
13. **Professionalism:** You are expected to adjust yourself with the given hierarchical setup of the company as a professional. If you fail to adjust with the hierarchy, you will be considered a failure and company reserves the right to recover all cost related to visa and travel etc and terminate your services. No notice period compensation would be paid by the company in such case.
14. **Leave(a):** You are entitled to 30-Day's vacation (including holidays, Saturdays, Sundays and 4 days for Travel so total 34 days) and you will be sanctioned paid leave on completion of 24 months of service, with return flight tickets (economy class) to Mumbai, India. Company shall provide leave compensation only after you report to duty on the prior scheduled dates.

Leave(b): In case of personal emergency, you will have to keep a caution money amounting to 1 month of your salary, ticket, visa & other applicable charges with the company before travelling for leave. This leave would be solely on company's discretion, based on urgency of the cause and the possibilities of the company.
15. **Renewal/Non-renewal:** Unless informed in writing, it would be considered that the employee wants to continue the job and hence the contract would be automatically renewed. If the



Registrar

Address: Av. Lusaka - Kinshasa / Gombe, Kinshasa/R.D.Congo.

Tel: +243 840262051 / www.princepharma.co

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



PRINCEPHARMA

Vente produits pharmaceutiques

R.C.C.M. N° 14-B-3367 I.d. NAT. 01-F4300-K25707C B.P.: 14722 Impôt N° A0701115W

employee does not want to renew the contract, it is mandatory for him to inform before 6 months of the end of his contract period, so that company can arrange for his replacement and proper hand over of the work. If the employee desires to renew the contract and continue the job and does not want the company to hire a replacement, he will have to keep a caution money amounting to 1 month of his salary before travelling, which would be returned to him on his return.

16. Breach of Contract: In the event the candidate wants to prematurely terminate the contract of employment, and return to India for any reason whatsoever, he would be required to pay the company three months' salary and reimburse all expenses incurred by company including Airfare, Visa, and other expenses. Your notice period will be 3 months from the date of the resignation letter acceptance with the conditions below applicable. If the employee serves the notice period, the 3 months penalty would be waived off.

17. Termination from Job(a): If the employee commits any offence against the law of the land or breaks the major rules of the company or commits immoral act, he will be removed from the service immediately without any prior notice and send back to his native after paying 3 months' salary, ticket, visa & other applicable charges as penalty amount to company.

Termination (b): At any given point if the company finds the employee behavior or work not up to the mark or unsatisfactory in this case, 3 months' salary, ticket, visa & other applicable charges as penalty amount.

18. Other terms: At any point of time if you leave Job or terminated from the job or do not renew the contract you are not eligible to work anywhere in Congo for next two years from the date of leaving the job. All other matters concerning your employment including resignation and termination shall be within the framework of our HR Policy and shall be binding on you.

We Welcome you as member of our institution and look forward to many years of fruitful collaboration.

Sincerely,

Srifa 22/1/2015
Authorized Signatory
Prince Pharma



I agree to accept the employment on the terms and conditions mentioned above. I will join work on.....

Signature
Mr. Abhishek Tyagi

for Mr. Singh
Registrar

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



PRINCEPHARMA

Vente produits pharmaceutiques

R.C.C.M. N° 14-B-3367 I.d. NAT. 01-F4300-K25707C B.P.: 14722 Impôt N° A0701115W

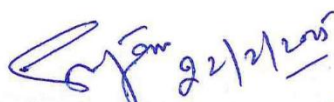
ANNEXURE-A (REMUNERATION)

(Ref: PRINCE/HRD/CNG/CONT- 325 dated 22nd February 2025)

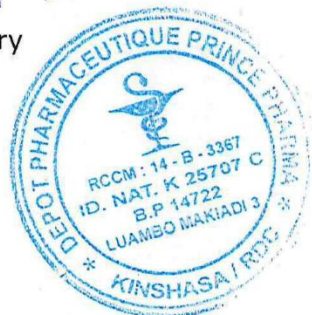
Addressed to Mr. **Abhishek Tyagi**

Designation		Executive PMT
Salary (In USD) per Month		900
Additional Benefits (In USD) per Month	Accommodation - Fully Furnished	1840
	Transport (Service)	
	Visa	
	Ticket	
	Room Service	
	Medical Service	
	Mobile Recharge	
Total CTC (in USD) per Month		2740

Sincerely,



Authorized Signatory
Prince Pharma



Accepted By
Mr. **Abhishek Tyagi**


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

Address: Av. Luambo Makiadi N° 3 C/Gombe, Kinshasa/R.D.Congo.

Tel: +243 840262051 | www.princepharma.co

Placements

From: Adarsh Kale
Sent: 22 May 2025 09:41 PM
To: Placements
Subject: Fw: Congratulations on your offer!
Attachments: MBA Offer_June batch (West&South).pdf

Dear sir
Here by I attached the offer letter from GSK

Kind Regards,
Adarsh Kale
Student of IIHMR UNIVERSITY JAIPUR
Mob:8839684860



From: Saloni Shinde <saloni.c.shinde@gsk.com>
Sent: Thursday, May 22, 2025 5:42:00 PM
Cc: Payal Verma <payal.8.verma@gsk.com>; ZAINAB TINWALA <zainab.x.tinwala@gsk.com>; BHARGABI POLLEY <bhargabi.s.polley@gsk.com>; Simran Pawar <simran.x.pawar@gsk.com>
Subject: Congratulations on your offer!

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 Candidate,

Congratulations, on your selection for the position of Medical Business Associate – Altus with GSK !!

Attached is our compensation offer. Please send me your acceptance at the earliest, to enable us to initiate the onboarding formalities. Please also respond to this email with your resignation and its acceptance in your current organization (If applicable) on or before 31st May ’25.
Your date of joining will be on 9th June 2025.

Notice Period Buyout : The notice period loss from previous employer will be reimbursed against proof. You will be required to submit a copy of your Full & Final settlement along with tax computation sheet of previous employment. Should you voluntarily resign or be terminated from the services of the company within 1 year from the date of joining, you will be liable to repay the entire sum.

Kindly note that your appointment with GSK is subject to background verification clearance, medical fitness to work on the field and completion of all the academic commitments. Post joining, training attendance is mandatory.

Warm Regards,



Saloni Shinde
Talent Acquisition
Specialist.
GlaxoSmithKline
Pharmaceuticals Ltd.
Dr Annie Besant Road,
Worli, Mumbai
Maharashtra 400030



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

Make flexibility work: I am sending this email at a time that is convenient to me. Pls read and respond at a time that is convenient for you and that fosters a healthy work-life balance.



GSK monitors email communications sent to and from GSK in order to protect GSK, our employees, customers, suppliers and business partners, from cyber threats and loss of GSK Information. GSK monitoring is conducted with appropriate confidentiality controls and in accordance with local laws and after appropriate consultation.


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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029



COMPENSATION ITEMS	Salary
Basic + DA	
Basic	170
Variable D.A.	27,496
Total A	27,666
ALLOWANCES	
House Rent Allowance	2,525
Education Allowance	1,275
Communication Allowance	500
Medical Allowance	1,250
Total B	5,550
Sub Total A + B	33,216
Less : PF Own contr 12% on (Basic + DA)	-3,320
Less : Professional Tax	-200
Total in hand (Monthly)	29,696
ANNUAL	
Leave Travel Allowance	967
Total C	967
Sub Total A + B + C	34,182
RETIRALS	
Company's contribution to provident fund	1,800
Gratuity	1,328
Total D	3,128
MBA Salary Sub Total A + B + C + D	37,310
Yearly	4,47,721
Kit Allowance	Per annum, as per applicable terms of kit Allowance settlement
Bonus / Ex-gratia	** Your eligibility for Bonus will be as per The Payment of Bonus Act, 1965
Medical Insurance	Rs. 90,000/- per annum per family


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

Date: 18.02.2025

To,
AKANKSHA PAL,
H.NO.18, NEAR HP PETROL PUMP,
GOLA KA MANDIR,
GWALIOR -474005, (MADHYA PRADESH)

Mobile No: 9770236197,
Email Id: Akanksha.pm15@iihmr.in

Dear Mr. AKANKSHA PAL,

Sub: Offer Letter for the Position of "PMT EXECUTIVE"

This is with reference to your application and subsequent interview you had with us for the position of "PMT EXECUTIVE" in our organization to be based at *HYDERABAD (TELANGANA) *

We are pleased to confirm the position of "PMT EXECUTIVE". As part of this offer, you will be paid Rs.25000 /- (Rupees Twenty five Thousand Eight Hundred Only) per month -CTC and Field working allowances (excluding Leaves and Holidays) as below:

H.Q: Rs./- 250 Out Station: Rs./- 950

Your date of joining on or before 10.03.2025. You will be reporting to GROUP PRODUCT MANAGER from time. Your appointment and services in the Company are subject to the produce of the following documents at the time of joining. A) 2 Passport size photographs. B) Photocopy of all Educational and Technical Qualification Certificates. C) Relieving Letter and Experience Certificate from your present employer. D) Last drawn Salary Slip /Certificate showing monthly salary and Annual benefits, from the present employer Pan card, Aadhar card, Driving License copy etc.

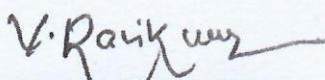
"You will be required to commit to an 18-month service as a PMT executive."

Please return the enclosed copy duly signed as a token of your acceptance of this offer letter

Best wishes to you for a professionally rewarding career with us.

Yours truly,

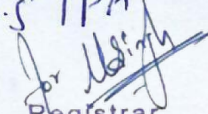
For NOEL PHARMA (INDIA) PVT LTD


AUTHORISED SIGNATORY

Accepted

After probation my salary will be revised to 4.5 LPA

Shree


Registrar

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

NOEL PHARMA (INDIA) PVT. LTD.

Regd. Office: 24-85/7, Laxmi Narayana Nagar Colony, New IDA, Uppal, Hyderabad - 500 039 (T.S.)

Ph: 766 99 88 444 | Email: bipinnoel@gmail.com, hrnoelpharmapvtltd@gmail.com

From: **Vinod Tejawani** <vinodtejawani@iihmr.edu.in>
To: **NehaShah@Torrentpharma.com** <NehaShah@Torrentpharma.com>; **Anita Thapa** <anitathapa@iihmr.edu.in>
CC: **Anita Thapa** <anitathapa@iihmr.edu.in>; **AnandIyer@TorrentPharma.com** <AnandIyer@TorrentPharma.com>; **ReshmiNaik@TorrentPharma.com** <ReshmiNaik@TorrentPharma.com>; **ShivaniMahadkar@TorrentPharma.com** <ShivaniMahadkar@TorrentPharma.com>
Subject: Re: List of Shortlisted student : IIHMR, Batch 23-25 for PMT, Torrent Pharma Corporate
Date: 02.12.2024 06:27:26 (+01:00)

Dear Ms Neha,

Thanks a lot to you and entire team for your help and support. Thanks for sharing the final selection results.

[@Anita Thapa](#) pl inform the candidates accordingly.

Regards,

Vinod

Sent from [Outlook for Android](#)

From: NehaShah@Torrentpharma.com <NehaShah@Torrentpharma.com>
Sent: Monday, December 2, 2024 10:59:55 AM
To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>
Cc: Anita Thapa <anitathapa@iihmr.edu.in>; AnandIyer@TorrentPharma.com <AnandIyer@TorrentPharma.com>; ReshmiNaik@TorrentPharma.com <ReshmiNaik@TorrentPharma.com>; ShivaniMahadkar@TorrentPharma.com <ShivaniMahadkar@TorrentPharma.com>
Subject: List of Shortlisted student : IIHMR, Batch 23-25 for PMT, Torrent Pharma Corporate

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.

Greetings from Torrent Pharma!

This is with reference to the Campus interviews held at IIHMR Jaipur on 26th & 27th November 2024 by Torrent Pharma Corporate office for the batch 23-25, Pharmaceuticals Management students.

We are pleased to announce the names of the shortlisted students for our Product management Team for Ahmedabad & Mumbai location.

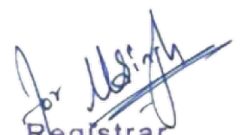
Their final location will be confirmed to them before their joining.

As briefed on that day, These shortlisted students will be sent for Pre-employment medical checkup. We have tie up with Apollo clinics. We can have the same lined up at any Apollo clinic in Jaipur post receiving the fitness report – their provisional offer letter shall be released

Kindly take confirmation / acceptance of all these students and confirm their availability for medical check up

Students shortlisted for Product Management Dept

Sr. No.	College Name	Roll No.	Name
1	IIHMR	474	Akshat Geete
2	IIHMR	480	Anjum Naaz
3	IIHMR	518	Kadu Hitisha Avinash


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

4	IIHMR	525	Manore Vaibhavi Anant
5	IIHMR	542	Pakhale Pooja Bhaskar
6	IIHMR	546	Pramanick Priyanka Himanshu
7	IIHMR	552	Pushpraj Patel
8	IIHMR	567	Sankalp Oltikar
9	IIHMR	573	Shefali Bharat Karmore
10	IIHMR	588	Tanushree Mohan Charde

Apart from above, we would like to explore below two students for our requirements in Market Research/Supply Chain Management role based out at Ahmedabad location

You may take their confirmation on their interest for above roles, Subsequently we may arrange their virtual interaction with Functional HOD

Sr. No.	College Name	Roll No.	Name
1	IIHMR	511	Himanshu Agarwal
2	IIHMR	519	Kartikey Kumar

With this, we are thankful for your hospitality and support during the process.
Looking forward to a fruitful association!

Neha Shah


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

From: **ShivaniMahadkar@TorrentPharma.com**
<ShivaniMahadkar@TorrentPharma.com>
To: **N Satheeshkanna** <satheeshkanna@iihmr.edu.in>
CC: **Vinod Tejjwani** <vinodtejjwani@iihmr.edu.in>; **Anita Thapa**
<anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR
University, Jaipur
Date: 05.11.2024 05:29:43 (+01:00)

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,

As discussed, kindly get us the list of students interested for PMT role.

Find the details 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. 4.25lpa on joining, 5.00lpa on confirmation

Specialization : Marketing. Students having science background (B.Pharma, B.Sc., Chemical Eng.) is must.

Request you to share the updated list with percentage in 10th, 12th, graduation & latest sem score.

As we are planning to visit the Campus by coming week, request you to provide the list on ASAP so that we can complete the process on fast track.

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

For Mr. Singh
Registrar

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

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

Sent: 25 October, 2024 11:02

To: Shivani Mahadkar/HRD/CRP/Torrent <ShivaniMahadkar@TorrentPharma.com>

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

Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

[External : Treat content with extra caution.]

Dear Shivani Ma'am,

As discussed, I would like to share the student's updated details from the batch 2023-25 for your kind perusal.

Please share us the Job Description and the compensation details from your end so that we can inform the students accordingly.

Thanks & Regards,

Logo

N. Satheeshkanna,

Manager - Placements

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

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

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

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

From: Astha Gupta <astha@chikitsa.io>
Sent: 24 February 2025 03:29 PM
To: Vinod Tejawani
Cc: Chirag Goyal; Chanchal Goyal; N Satheeshkanna; Anita Thapa; Akshay Kumawat; Pardeep Arya; Nitin Madhav Rodge
Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur
Attachments: offerletter Akshay Kumawat.pdf; offerletter Nitin.pdf; offerletter Pardeep Arya.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.

Dear **Vinod Tejawani Ji**,

I hope you are doing well.

We are pleased to inform you that we have selected **three candidates from IHMR** for the **Field Sales Executive** internship at **Vigorus Healthtech Pvt. Ltd.** The selected candidates are:

- 1. **Akshay Kumawat**
- 2. **Nitin Madhav Roje**
- 3. **Pradeep Arya**

The internship will commence on **10th March 2025**, and upon successful completion of their internship of 3 months, they may be offered **full-time employment** based on their performance. Their **annual package will be ₹4.2 LPA**, and they will be eligible for a **performance-based bonus of ₹80,000**, which will be awarded at the end of the year as an incentive for their commitment and contribution to the company as they will complete one full year with us as full time employee.

Their **training will begin online from 7th March 2025**.

Attached are the **offer letters** for all three candidates in PDF format. They are required to **print, sign, and send a scanned copy** to both **astha@chikitsa.io**. Also they must bring a **hard copy** of the signed offer letter on their **joining date**.

Please let us know if you need any further information. Looking forward to their onboarding.

Best regards,

Astha Gupta.
9509917266.
astha@chikitsa.io

On 24-Jan-2025, at 12:37 PM, Vinod Tejawani <vinodtejawani@iihmr.edu.in> wrote:

Dear Ms. Astha,

Greetings from IHMR University Jaipur!

It was great welcoming you and team Chikitsa for campus recruitment at IHMR University Jaipur.

As discussed, request you to share the result of selected candidates and way forward.

The students can join from

With Regards,

<image001.png>

<image003.png> <image004.png> <image005.png> <image006.png> <image007.png>

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Vinod Tejawani
Dean- Placements & Alumni Relations
<image002.gif>
A: IHMR 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)

From: Vinod Tejawani
Sent: 20 January 2025 05:41 PM
To: Astha Gupta <astha@chikitsa.io>
Cc: Chirag Goyal <chirag@chikitsa.io>; Chanchal Goyal <chanchal@chikitsa.io>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: FW: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

Dear Ms. Astha,

Greetings from IIHMR University Jaipur!

Thanks for sharing the requirements. Please find attach the resumes of 27 interested candidates.

We welcome you and team Chikitsa on 23rd January 2025 at IIHMR University Jaipur.

As discussed, We will start the Pre Placement Talk followed by Interview process at 10:30 AM .

With Regards,

<image001.png>

Vinod Tejawani

Dean- Placements & Alumni Relations

<image002.gif>

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: Astha Gupta <astha@chikitsa.io>

Sent: 07 January 2025 10:28 PM

To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>

Cc: Chirag Goyal <chirag@chikitsa.io>; Chanchal Goyal <chanchal@chikitsa.io>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>

Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_ IIHMR University, Jaipur

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 Tejawani,

Thank you for the opportunity to collaborate with IIHMR University Jaipur for the upcoming campus recruitment drive. Below is the detailed Job Description for the **Field Sales Profile** we are hiring for:

Position Title: (Field Sales Executive) Research and Sales Profile

Job Location: Pune and Jaipur (with travel to other locations based on business needs)

Number of Openings: 2–4

CTC Offered: ₹5–6 LPA

Roles and Responsibilities:

1. Market Research and Lead Generation:

- Conduct extensive market research to identify potential clients and create a strong sales pipeline.
- Analyze market trends to strategize sales efforts effectively.

2. Field Sales Activities:

- Engage in direct, on-ground sales activities, including client visits, product demonstrations, and negotiations.
- Develop a deep understanding of client needs to provide tailored solutions.
- Travel extensively to meet clients and build strong relationships across various locations.

3. Client Relationship Management:

- Build and nurture long-term client relationships to ensure repeat business and sustained growth.
- Act as the primary point of contact for clients, addressing inquiries and providing excellent service.

4. Sales Strategy Execution:

- Work collaboratively with internal teams to align sales activities with company objectives.
- Meet and exceed monthly and quarterly sales targets.

5. Reporting and Insights:

- Prepare detailed sales reports, tracking progress and providing insights for strategic decision-making.
- Provide feedback to the management team to improve offerings and processes.

Required Skills and Competencies:

- Strong interpersonal and communication skills.
- Ability to build rapport and maintain relationships with clients.
- Proven problem-solving and negotiation skills.
- Self-motivated and result-oriented, with the ability to work independently.
- Willingness to travel extensively as part of the role.

Eligibility Criteria:

- Open to candidates from any educational stream.
- Freshers with excellent communication and a passion for sales are welcome to apply.

Selection Process:

The selection process will involve **two rounds**, starting with a preliminary interview followed by a final personal interview to assess candidates' communication, problem-solving, and sales aptitude.

We are excited to meet talented students from IIHMR University and look forward to a successful campus recruitment drive on **23rd January 2025**. Please let us know if any further information is required.

With Regards,

Astha Gupta.

On 06-Jan-2025, at 10:41 AM, Vinod Tejawani <vinodtejawani@iihmr.edu.in> wrote:

Dear Mr. Chirag,

Thanks a lot for connecting me to Ms. Astha. We welcome team Chikitsa to IIHMR University Jaipur on 23rd January 2025.

Dear Ms. @Astha Gupta

To facilitate the process, we kindly request you to share the below required details for the Final Placements, including:

• Job Description	
• Job Location	
• Eligible Streams	
• Total Vacancies	
• CTC Offered	
• Selection Process	
• Campus Recruitment Date	

With Regards,

<image001.png>

Vinod Tejawani
Dean- Placements & Alumni Relations
<image007.gif>
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: Chirag Goyal <chirag@chikitsa.io>
Sent: 04 January 2025 04:00 PM
To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>
Cc: Chanchal Goyal <chanchal@chikitsa.io>; Astha Gupta <astha@chikitsa.io>
Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_ IIHMR University, Jaipur

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Hi Vinod Ji,

As discussed I am looping Astha for the Co-Ordination for this and we are planning to have this on 23rd.

Best Regards,

<image014.png>

From: Vinod Tejawani <vinodtejawani@iihmr.edu.in>
Date: Saturday, 4 January 2025 at 12:12 PM
To: Chirag Goyal <chirag@chikitsa.io>
Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_ IIHMR University, Jaipur

Dear Mr. Chirag,

Greetings from IIHMR University Jaipur!

At the outset let me thank you and your esteemed organisation for your always support.

On behalf of **IIHMR University, Jaipur**, I am pleased to extend a cordial invitation to you and your esteemed organization to visit our campus for the recruitment of the **MBA Batch 2023-25**.

At IIHMR University Jaipur, we offer specialized MBA programs in:

- Hospital and Health Management
- Pharmaceutical Management
- Development Management
- Health Analytics (1st Year)

Our university is dedicated to nurturing professionals who embody excellence, compassion, and a commitment to society. We focus on shaping young minds with the vision to empower themselves and others, providing them with a strong foundation in both theoretical and practical knowledge.

Enclosed with this email is a copy of the **Batch Demography, Course Details** for your kind consideration.

To facilitate the process, we kindly request you to share the below required details for the Final Placements, including:

• Job Description	
• Job Location	


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• Eligible Streams	
• Total Vacancies	
• CTC Offered	
• Selection Process	
• Campus Recruitment Date	

We look forward to the possibility of strengthening our relationship with your esteemed organization and hosting you during our Placement season this year. We are excited about the opportunity to form a lasting association through our Campus Recruitment Program (2023-25 batch).

Please feel free to reach out if you need any further information or assistance. I will be happy to assist you.

With Regards,

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Vinod Tejawani
Dean- Placements & Alumni Relations
<image007.gif>
A: IIHMR University | 1, Prabhu Dayal Marg,
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E: vinodtejawani@iihmr.edu.in | **W:** www.iihmr.edu.in
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Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga
Reddy District, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Jul 7, 2025

Mr. Akshit Singla
Sco No. 4, Phase 1, Model Town, Adjoining Bda Office,
Bathinda, 151001
India

Subject: Offer of Employment

Dear Akshit Singla:

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

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 4, 2025**.

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

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

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **August 4, 2025**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

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

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

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **August 4, 2025**, or an alternative mutually agreed upon date.

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

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. - 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

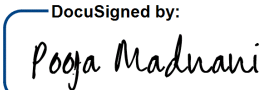
This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Akshit Singla, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

DocuSigned by:

By: BB47475AFA934CD...
Signature

Authorized Signatory

Acceptance

I, **Akshit Singla**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Signature

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 13:17:08 -07:00


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Annexure A**Mr. Akshit Singla****Analyst**

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

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

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

Contd/-....


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

Annexure A

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

**Employee Level -
Analyst**^{1a}Communication Expenses

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

Rs./₹ 3,000/- per month

^{1b}Fuel Expenses

Petrol / Driver / Insurance / Repairs &
Maintenance

Rs./₹ 7,500/- per month

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

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

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

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

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

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

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

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

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

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

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

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

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

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



Akshit Singla

Hyderabad

Annexure B

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

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India** (the "Employer") as **Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

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

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

PROTECTION OF OUR BUSINESS

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

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

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

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

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

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

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

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

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

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

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

10. Ownership of Works.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

OTHER POST- EMPLOYMENT OBLIGATIONS

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

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

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

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

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

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

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

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

MISCELLANEOUS

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

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

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

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

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

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

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

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

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

DocuSigned by:
For Deloitte Consulting India Private Limited

Pooja Madnani

BB47475AFA934CD...

Pooja Madnani

Talent

Authorized Signatory

Effective as of **August 4, 2025**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Akshit Singla

Signature

Name



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 13:17:09 -07:00

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

EXHIBIT A

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

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

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

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

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

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

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

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

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

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

Independence – National Office (Independence) of Deloitte LLP.

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

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

PCAOB – the United States Public Company Accounting Oversight Board.

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

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

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

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

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

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

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

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

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

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

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

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

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

[If yes, please enter details below]

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

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

Title Date Brief Description

Signature Date

Akshit Singla Name (Print)

ACCEPTED AND AGREED TO: Deloitte Consulting India Private Limited

DocuSigned by: Pooja Madnani BB47475AFA934CD...

Pooja Madnani Talent

Its: Authorized Signatory Jul 7, 2025 Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10 Sealed Time: 2025.07.07 13:17:09 -07:00

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

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

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

Signature

Akshit Singla

Name

Date

EXHIBIT D

Exceptions to Post-Employment Restrictions: re: Clients

[none, unless otherwise specified]

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

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

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

Name of Client

Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

DocuSigned by:

BB47475AFA934CD...

Pooja Madnani

Talent

Its: Authorized Signatory

Jul 7, 2025

Date

I have read and understood the above policy terms.

Signature

Akshit Singla

Name

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10

Sealed Time: 2025.07.07 13:17:09 -07:00

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

Terms and Conditions of Service

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

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

Terms of Service

1.COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

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

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

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

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

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

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

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

3.HARRASSMENT POLICY

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

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

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

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

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

5. RETIREMENT AGE

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

6. TRANSFERS

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

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

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

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

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

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

8. MISCONDUCT

Misconduct may include but is not limited to:

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

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

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

Effective as of **August 4, 2025**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Akshit Singla

Signature

Name



Jul 7, 2025

Mr. Akshit Singla

Sco No. 4, Phase 1, Model Town, Adjoining Bda Office,

Bathinda, 151001

India

Training Agreement

Dear Akshit Singla:

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **August 4, 2025**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

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

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

Sincerely,

For **Deloitte Consulting India Private Limited**

DocuSigned by:

Pooja Madhuni

By:

BB47475AFA934CD...

Signature

Authorized Signatory



Impeerical Consulting (Pvt) Ltd.

CIN: U62099HR023PTC116760

Date: June 20, 2025

To,

Mr. Amiya Kumar Palauri

E-mail id: amiyapalauri13@outlook.com

Phone: 7008458883

Current Address of Communication: C/O Himansu Sekhar Palauri,
QTR No. A/156, Sector 1B, Rourkela,
Sundergarh, Odisha-769003.

Subject: Offer of Employment for the Position of Research Associate at Impeerical Consulting Pvt Ltd

Dear Mr. Amiya Kumar Palauri,

We are delighted to extend this formal offer of employment for the position of **Research Associate** at **Impeerical Consulting Pvt Ltd**, Gurugram. After careful consideration of your qualifications and discussions during the interview process, we are confident that you will make a valuable contribution to our organization.

1. Employment Terms

- **Joining Date:** Your date of joining shall be on or before **June 20, 2025**. Kindly inform us in writing of your confirmed joining date.
- **Probation Period:** You will be on probation for a period of **six (6) months** from your date of joining. Upon satisfactory completion of this period, your services may be confirmed in writing.

2. Compensation Structure

Your total **Annual Cost to Company (CTC)** will be **INR 5,50,000/- (Rupees Five Lakhs and Fifty Thousand Only)**. The detailed salary structure will be provided upon joining.

In addition to your fixed compensation:

- You will be eligible for **monthly performance-based incentives**, as per company policy.
- Applicable taxes as per the Income Tax Act, 1961, will be deducted at source.

3. Place of Reporting

You will be currently working from Home and your reporting office would be Delhi. Company may take decisions to call you to the corporate office Delhi at any given point of time without any notice on account of work demand and criticality of work. The work from home may be withdrawn with a notice to resume office any given point in time. However, the company reserves the right to transfer you to any of its current or future establishments, branches, or affiliates.

You may be advised to resume field work based on the requirements at any point of time without notice.

4. Employment Conditions

This offer is subject to the following conditions:

- Submission of original and verified copies of educational certificates, identity proofs, address proofs, and employment documents as listed below:
 - Copy of PAN Card and Aadhar Card
 - Address Proof
 - Two (2) Passport-sized Photographs
 - Complete Educational Certificates
 - Two (2) References (One Personal, One Professional)
 - Appointment Letter and Last Three (3) Months Salary Slips from the previous employer
 - Relieving or Experience Letter from the previous employer

5. Document Verification and Employment Termination Clause

This offer is made based on the information provided by you during the recruitment process. If, at any point, it is discovered that any information shared is false, misleading, or incomplete, or if any material fact has been concealed, the company reserves the right to **terminate your employment immediately without notice**.

6. Termination of Employment

During the probation period, either party may terminate the employment by giving **60 days written notice or salary in lieu thereof**, subject to company discretion.

7. Confidentiality and Compliance

Upon joining, you will be required to adhere to the company's confidentiality, data protection, and non-compete policies as outlined in the detailed appointment letter.

You are required to maintain the confidentiality of your salary, remuneration, and other employment benefits. During the tenure of your employment with Impeerical Consulting (Pvt.) Ltd. and thereafter, you shall not disclose or discuss your compensation details, including but not limited to salary, bonuses, and benefits, with any colleague, employee, or third party without prior written consent from the management, except as required by law. Violation of this clause may result in disciplinary action, up to and including termination of employment.

Kindly confirm your acceptance of this offer by signing and returning a copy of this letter within **48 hours** of receipt. Failure to respond within the stipulated period will render this offer void.

Received and accepted by,

Name: _____

Date: _____

(Signature)

For Impeerical Consulting (Pvt.) Ltd

Name: Ms. Ila Rout

Date: June 20, 2025

(Signature) 

Mr. Animesh Badole,
Add. 45, Ward No: 16,
Near ShriRam Mandir, Mundiyaपुरा,
Manewada, Barwani(MP), Pin Code - 451556

Subject: Offer Letter

Dear Mr. Animesh Badole,

Further to your application and the subsequent discussion with us, we are pleased to offer you a career in **SCIEKNOW HOLY AGUA SOLUTIONS PVT. LTD.** under the terms and conditions mentioned herein:

1. Date of Joining, Posting & Location

You will join us on 30.May.2025 in our **SHASL, West Division** at **Indore HQ, MP State**. Your title will be **Sales Development Manager** for the **States of "Madhyapradesh"**. The Management reserves the right to transfer you on any assignment in any unit / department / associate concern of the Company anywhere in India or Abroad, as it may consider necessary, in its absolute discretion, from time to time, subject to the provision that your remuneration and other facilities will not be adversely affected. You are reporting to **Dr. Mrs. Pooja Arora (Product Consulting Manager & AGM-Sales)** and **H.R** of the **SHASL HQ**, and this is important for your Attendance initially via Telegram app with given MR Reporting format. Message and follow the reporting's rules communicated by the Company Time to Time.

2. Compensation

You shall be entitled to an all-inclusive target based Annual Gross **CTC** of **Rs. 6'01'776 (Rupees Six Lac One Thousand Seven Hundred and Seventy Six Only)**. A detailed break-up of your compensation structure is given in the Annexure (I) to this letter. The Compensation package shall be governed by the Policies and Guidelines of the Company presently applicable and as may be modified from time to time.

Further you are required to strictly maintain the secrecy and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration or terms of employment to any other employee of the Company or other public at large. If found revealing any of the above information, strict disciplinary action shall be taken.

3. Probation Period

You will be on probation for a period of 3 months from the date of your joining. The probation period is extendable at the sole discretion of the Management by one or more terms of 3 months duration. **You will not be considered as permanent employee even after completion of probation period until the confirmation letter is not issued by the company management.**

4. Notice Period

A. During Probation Period

Your services are liable to be terminated by the company without assigning any reason by giving days notice period or payment of gross monthly salary in lieu thereof on either side. However, in the event of your resignation, the company in its sole discretion shall have an option to accept the same and relieve you prior to completion of stipulated notice period of **07** days or without any pay in lieu of notice period.

B. After Confirmation

Your services can be terminated by the company by giving **15** days notice or payment of Basic monthly salary in lieu thereof on either side. However, in the event of your resignation, the company in its sole discretion shall have an option to accept the same and relieve you prior to completion of stipulated notice period of **15** days without any pay in lieu of notice period.

(i) The salary of Employee shall be performance oriented. The employee has to meet business target which will be revised on every month.

(iii) Any failure on the part of employee to achieve business target at least 75% of the total monthly target ,in such condition the company will have reserve right to deduct from monthly salary proportionate to business target. [E.g. if employee achieves only 50% target then his/her salary deduction will be 50% from other perks, and if employee has ZERO performance his/her salary deduction will be 80% or 100% of salary including basic salary.] **Your monthly Primary sale target will be 04 machines & Secondary sale target will be 02 machine of any model above this target you will be entitle for incentive as per policy of the company.**

5. Working Hours

You shall follow the working hours [Office Persons Timing: 10:30 AM TO 08:30 PM, & Any Field Persons Morning Reporting's Time Max. by 10:30 AM & Evening Reporting's Time by Max. 08:30 PM] of the company at the place of posting and as informed to you from time to time. Due to the nature of work in this industry, you shall be expected to adjust to extended working hours in case of any pressing commitment. For such extended hours of work you shall not be eligible to claim any overtime or any additional consideration frequently and/or if your job involves shift duties or late night work, you are required to familiarize yourself fully with your own personal effort with the public transport arrangements & safety requirements of any nature and further you are advised to make adequate arrangements for your transport & travel and for your own personal safety.

You have to mark your attendance daily by sending your photo with location for in time & out time on the cell no of your reporting officer till further instruction. In absence of your attendance absent will be mark and no payment will be made by the company for any such absent either for full day or the part of the day.

If you are assigned to a job/temporary duty in an unsafe territory/disturbed area, you are free to point out your requirements of safety.

6. Service Rules and Regulations

During your employment with the Company, you shall be governed by the Service rules, regulations, employee benefits, policies & procedures of the company detailed in the HR Manual. This HR Manual is available to you from the HR Department/ you undertake to familiarize yourself with the HR manual and all amendments incorporated in the same from time to time. Your unique identification code provided to you on your joining the company. The terms and conditions laid down in the HR manual and as amended/updated from time to time, shall be binding upon you, and shall form part of the terms & conditions of your employment with the company.

7. Duties and Responsibilities

Your current duties and responsibilities are as specified in Annexure II attached to this letter. You shall apply yourself diligently and faithfully to all duties & responsibilities that may be assigned to you from time to time and will conform to such directions that shall be given to you by your superiors.

You will have the responsibility for efficient, satisfactory and economic operation in the areas of responsibility that may be assigned to you from time to time. It is the intention of the Company that every employee of the Company takes upon himself / herself a certain degree of responsibility and is accountable for the work undertaken by him/her.

8. Code of Conduct

In addition to your adherence to the Code of Conduct detailed in the HR Manual of the Company, you also abide and understand that you are being hired in a position of trust and confidence and realize your accountability towards protection of Company's interest and matters relating to its business and shall:

- (i) Maintain complete confidentiality and high level of integrity in all your actions performed on behalf of the company.
- (ii) Practice high level of professionalism in business etiquettes, selection of attire, choice of language in conversation & documents and in over all conduct.
- (iii) You will help in maintaining & enhancing the congenial, disciplined, participative and supportive work environment created by the company that fosters team spirit and high performance standards.

9. Non Disclosure, Secrecy and Confidentiality

You acknowledge that the business of the Company is highly competitive and that any information concerning the Company's business (including but not limited to Strategies, Methods, Books, Records, Documents, Technical Information concerning its products & Services, Equipment, Processes, Customer Lists, Procurement Procedures, Pricing techniques, Credit & Financial data concerning Company, Customers and Business Affiliates) all comprise confidential business information and trade secrets, etc. vital to the business of the Company.

You hereby agree that you will not at any time during or after your employment period with the Company, make any unauthorized disclosure of any confidential business information or trade secrets of the Company, or make any use thereof, except for the benefit of and on behalf of the Company. For the Purpose of this paragraph, the term "Company" shall also include all affiliates of the Company.

Any disclosure which has not been expressly authorized by the Company shall be called 'Unauthorized Disclosure'. The unauthorized disclosure of confidential information shall constitute a serious misconduct and the Company shall be entitled to take appropriate disciplinary action against you including termination of service. Unauthorized disclosure and use of confidential information of the Company after the termination of your relationship with the Company shall entitle the Company to initiate appropriate legal proceedings, including but not limited to seeking an "Order of Injunction".

10. Non-Solicitation & Non-Compete

You agree and undertake that during the term of your appointment with the Company and for a term of one (1) year after the termination of your appointment with the Company for any reason whether with or without cause, you will not, directly or indirectly solicit, induce, recruit, or encourage any Company employees, who were during the term of your appointment, employees of the Company, to leave their employment, or take away such employees, either for yourself or for any other person or entity without the Company's express written consent. You further agree and undertake that you will not engage in soliciting business or allied business that is similar or competitive with the business of the Company, with those clients with whom you had any contact, during your appointment and for a period of one (1) year after your appointment with the Company ceases.

11. Copyright

The copyright in all the work produced, i.e. literary, artistic, photographic or other work, documents/materials and intellectual property developed and gathered by you during the course of employment shall be and remain the exclusive property of the Company. You shall return the same to the Company on termination or at such earlier time as required by the Company. The work produced shall be the exclusive property of the Company and the Company shall be free to deal with the same in such a manner as it deems fit. This para is also applicable to any activity relating to Trade Marks, patentable work or any other activity leading to Intellectual property rights.

12. Undertakings

(i) You agree that the assurances, undertaking, etc., in regard to your education/qualification certificates, work experience certificates, previous employer's certificates and all other certificates, information, declarations and undertakings are true and correct. You undertake that there are no claims, damages or legal actions of any nature instituted against you by any institutions, authorities including previous employer(s). You further undertake that no legal cases of above nature have been instituted against you in past or currently in progress even in your personal capacity. If any of the information or undertaking in relation to above is found incorrect, the Company reserves the right to take appropriate disciplinary action including termination of services.

(ii) You confirm that you have adequately declared in writing any kind of medical problem, which you may have had in past or present, prior to accepting the offer of employment with the company, including alcoholism. You confirm that any such history has been adequately disclosed by you to the company in writing prior to you having accepted the offer of employment in the company.

13. Professional Ethics

The company follows highest level of ethics and follows the law of the land in conducting business and offering employment in different geographies. You are required to deal with the Company's information, money, material and documents with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or material or documents or any affairs/information of the Company or of theft or of misappropriation, regardless of the value involved, the Company shall initiate appropriate action as per its disciplinary action policy, notwithstanding with other terms of the policy, it also includes termination of your services with immediate effect.

14. Safe Custody of Company Property & Recovery of Dues

You will be responsible for the safekeeping and good condition and order of all the Company property entrusted to your care and charge. The company reserves the right to recover from you any unauthorized expenditure incurred, repossession of any company property lying in your possession, seek refund of any unsettled loan or unsettled advances taken and make a charge on your dues for any payments due to the company from you.

15. Indemnity

You shall indemnify the Company against any loss, damage, proceeding which the Company might suffer due to any wrongful, mollified acts, negligence, gross dereliction of duties on your part. Such indemnity shall not prejudice the right of the Company to

terminate your services on such count or the right of the Company to seek other remedies which the Company may have to make good the loss or damage.

If any lockdown is imposed in the area where employee is posted either by State Govt. or Central Govt. due to any reason more than 1 week, the employee shall be entitled for only basic salary till the lock down is in force.

You have to follow Covid Protocol during the service.

16. Exclusivity

During the term of your appointment with the Company, you will work exclusively for the Company and will not engage, in any manner whatsoever, in any other gainful or commercial employment or business or activity, rather part time or full time, directly or indirectly, related to the business in which the Company is now involved or becomes involved during the term of your appointment with the Company, nor will you engage in any other activities that conflict with your obligations of the Company.

17. Severability

If any term of this letter shall be invalid or unenforceable by any Court of competent jurisdiction, the remainder of this letter, other than that portion determined to be invalid or unenforceable, shall be unaffected thereby and each valid term of this letter shall be enforced to the fullest extent permitted by law.

18. Resolution of Dispute

(i) All disputes or differences arising in connection with this letter shall be settled through Arbitration, by one or more Arbitrators in accordance with the provisions of the Arbitration and Conciliation Act, 1996, any modifications thereto and the findings of the Arbitrators shall be final and binding. The Arbitration Proceedings shall take place at Nagpur only.. Further, the language and Proceeding of the Arbitration should be in English only.

(ii) The HR Head or such other Official of the Company or any Third Party as may be nominated by the HR Head shall be the Arbitrator.

(iii) Save and except as provided in the preceding clause, the Courts in Raipur alone shall have jurisdiction in this matter.

(iv) Any controversy, claim or dispute arising between employee & employee shall be determined & resolved by arbitrator or court of competent jurisdiction at Raipur, India. If the company refers the dispute to arbitrator which is sole of discretion of company & Arbitrator shall resolve to same under Arbitration conciliations Act 1966 & decision of arbitrator shall be final. The arbitration proceeding shall take place at Raipur only.

19. Retirement

You will automatically retire from the services of the company at the end of month in which you attain the superannuating age of 60 years. Your date of birth as recorded by us is 01st May 2001 and further this date of birth will be used to calculate your age of superannuation.

20. Handing Over Process

In case of your disassociation from the company due to any reason, before relief from the services of the company you will be required to complete your pending tasks and undertake a formal hand-over of charge of your job responsibilities to a designated official of the company identified by the Head – HR or your immediate supervisor. In case of your departure without completing the hand-over procedure as per the then prevailing policy of the company, the company reserves the right not to settle your accounts and not to pay any amounts as might be payable to you as far as may be permissible to hold under the applicable laws.

Further, in case of your disassociation from the company as aforesaid, you shall hand over to the designated personnel all material, information and property belonging to the company and in your possession at the earliest and not later than the last working day.

21. Termination of Employment

Under certain specific circumstances as mentioned below, your employment can be terminated by the company anytime without issuing any notice or compensation in lieu of notice whatsoever.

(i) Breach of any terms of this appointment, code of conduct, Policies & procedures of the company detailed in the HR manual, published by the company or any rules made by the Company from time to time.

(ii) In the company's opinion; any act of gross misconduct & indiscipline on your account, De-falsification, Dishonesty, Misappropriation, Dereliction of duty in discharging your duties and functions, Unpunctuality, Neglect of duty.

(iii) Absence from your normal place of work, or non-reporting for min. Three (3) days or more continuously without appropriate reasons & prior sanction of leave approval by HR of the Company.

- (iv) Consistent non performance for more than 2 months by you as per the verdict of the company.
- (v) Of your being convicted of any Criminal offence.
- (vi) Of your mental or physical incapacity to discharge your functions.

In the event of intended termination from services on the grounds mentioned above, the company will seek your explanation in writing detailing the breach and will provide you seven days time for furnishing your explanation formally. The company reserves the right to accept or reject any such explanations provided by you and at the same time, the Company reserves the right to terminate your services without notice and explanation, with immediate effect, where the Company is prima-facie convinced of the breach of a serious nature and as per the Company's policy it's calculated on the basis of your Salary for making full and final. The company's decision to discontinue your services shall remain final and binding on you.

22. General

Employees may please note that their behavior towards any member of the public that they come across should be courteous. The Management reserves the right to take disciplinary action against any employee, who has been found to have misbehaved with any member of the public or any other individual. Further,

- (i) The company will deduct taxes as appropriate and consistent with the Indian Tax regulations. You will be responsible for your tax liabilities under all applicable Tax Laws and Regulations.
- (ii) You may be required to undertake travel on Company's work as and when required. In case of travel on Company business, you are entitled to such travel expenses/allowance as may be in force from time to time.
- (iii) In case of any change in your residential address or any relevant changes in your personal data during the pendency of your employment with the Company, it shall be your duty to intimate the same to the Company in writing within three days from the date of change.
- (iv) All communications mailed to you by the Company to the last address given by you shall be deemed to have been received by you.
- (v) The terms and conditions contained herein shall be read along with the instructions, guidelines, policies, etc. and amendments thereof as presently applicable to you and as may be amended from time to time.
- (vi) Any other terms, conditions, stipulations not specifically mentioned herein shall be governed by HR manual / intranet and other policies and procedures of the Company as presently applicable and as may be amended from time to time.
- (vii) You shall not do anything or cause to do anything which shall bring dishonor and/or disrepute to the Company or engage in unlawful / immoral activities.
- (viii) If at any time you are involved in any legal/administrative/quasi-judicial proceeding(s), you shall immediately inform the Company the details thereof.
- (ix) You shall not at anytime use your association with the Company to gain unfair advantage for personal purposes.
- (x) In the event of termination of your employment by the Company and/or your resignation before completion of 12 months in service, you will need to refund Joining bonus paid to you at the time of joining , all or any expenses incurred by the Company on account of your relocation.

23. Address For the Purpose of Communication

Any communication sent to the following address shall be deemed to be proper service of the communication with Scieknow Holy Agua Solutions Pvt. Ltd management:

Mails sent to the address:

hr@scieknow.com

Company:

SCIKNOW HOLY AGUA SOLUTIONS Pvt. Ltd.

Phone OR what's App Calls

+91 810 975 2233

The parties undertake that they shall communicate/update any change in address within one week of any change taking place in the above particulars and the said change shall be deemed to become effective if sent by Registered Post to the above address or the personal email id or message to contact number of the parties mentioned above.


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

The terms and conditions that are not specifically set forth in this letter will be determined pursuant to the applicable laws of India and the Company's policies and code of conduct, which may be amended from time to time. This Agreement shall be governed by and construed in accordance with the law of India. If you are in agreement with the conditions outlined in this letter including the Annexure, please signify your receipt and acceptance and return a copy of this letter to us.

24. Force Majeure

No failure, delay or default in Payment by company or performance of employee shall constitute an event of default or breach of this agreement to the extent or such failure to perform, delay or default arises out of a cause existing or future that beyond the control and without negligence of company or employee, but not limited to action or in action of governmental, civil, or military authority, fire, strike, lockout or natural calamity company & employee shall take joint efforts to minimize effect of such act beyond their control. Neither party shall raise any dispute under such event against each other and keep each other harmless.

We wish you a long and happy association with us.

For SCIEKNOW HOLY AGUA SOLUTIONS Pvt. Ltd.



Managing Director "SHASL"

I have read and understood the above Terms & Conditions hereby signify my acceptance.

Name: (.....)

Signature: (.....)

Dated: (...../...../.....)



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

Annexure -1

Name: - Mr. Animesh Badole
Employee Code: - S03WSIO72
Designation: - Sales Development Manager
Date of joining: 30.May.2025
Department: - Sales

Salary and compensation benefits sheet w.e.f

Sr.No	Heads	Rs, Per Month	Remarks
1	Basic	13'500	
2	House Rent Allowance (HRA)	7'100	
3	Exgratia	5'340	
4	Professional Development	4'020	
5	Medical Allowances	5'420	
6	Other Allowances	4'110	
7	Travel Allowance	6'500	
8	Total Gross Salary Per Month	45'990	Per Month In Hand Salary
9	Annual Gross Salary	5'51'880	Annual In Hand Salary
10	<u>Gratuity@4.81%</u> of Basic	650.0	As Per Gratuity Act 1972 & Rules
11	<u>Professional Tax @5%</u> of The Salary	2'300	As per the Govt. Of India Act & Rules
12	L.T.A	1'208	As per the Co. Policy
13	Fixed Travel Allowance	NA	On Actuals
14	Total Gross CTC Per Month	50'148	Gross CTC Per Month
15	Annual Gross CTC	6'01'776	Gross Annual CTC.

Note-

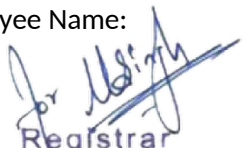
- Provident fund will be applicable as per rule of provident fund act 1952. Accordingly, new Employee who will draw salary (Basic and DA) more than 15,000 per month shall not be entitled for PF benefit and contribution of old employees shall be limited to 12% Rs. 15,000 per month.
- ESI benefit shall also be as per rule of ESI act. Accordingly, Employee who will draw salary (total) up to 21,000 shall only be entitled for ESI benefits.
- Deductions of TDS, Professional tax, Employee contribution of PF, ESI and shall be as per rule of the related law.
- Compensation is a personal & confidential matter between you and the company. You are not supposed to discuss or share this with anyone. Any discussion or disclosure of your compensation with anyone other than your department head or HR is liable for disciplinary action.
- The above terms and conditions for the Employee Target mentioned in Section 4-B-(ii) will be applicable for all the SHASL – Sales/Call Centers/Production and Other essential Departments.

I.....can read and accept the above compensation and the conditions mentioned in the appointment letter and I will abide truly.

Date:

Place:

Signature of Employee Name:


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



CADILA
PHARMACEUTICALS
LIMITED

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

Feb 5, 2025

To,

Ms. Anjali Agarwal
43, Ganesh Guwadi,
Alwar,
Rajasthan-301001.

Contact No: -7822899142
E-Mail: anjaliagarwal19001@gmail.com

Dear Ms. Anjali Agarwal,

We are pleased to offer you the position of **Management Trainee – CSBU (Sales & 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 **Mar 10, 2025 (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.

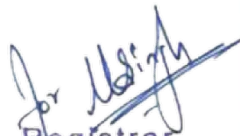
You are requested to return the duplicate copy of this offer as a token of your acceptance and confirm the exact date of your joining with our organisation.

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
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

The Care Continues...



CADILA
PHARMACEUTICALS
LIMITED

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

Annexure – 1

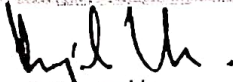
Name	Ms. Anjali Agarwal
Designation	Management Trainee – CSBU (Sales & Marketing)
Location	Bhat

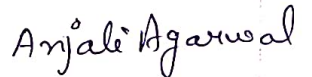
Components	Per Month	Per Annum
Basic	24375	292500
House Rent Allowance	9750	117000
Professional Pursuit Allowance [^]	14192	170304
Fixed Compensation (A)	48317	579804
Employer PF Contribution*	2925	35100
Superannuation Contribution*	1950	23400
Gratuity*	975	11700
Total Retirals (B)	5850	70200
Total Fixed Pay (A+B)	54167	650000

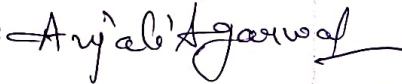
Important Points to be noted:

- *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: 06 - Feb - 2025


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

The Care Continues...

From: Harshita <harshita09@infosys.com>
Sent: 29 November 2024 07:15 PM
To: Vinod Tejawani
Cc: Pranjal Dixit; Raveena .; N Satheeshkanna; Anita Thapa
Subject: INFOSYS :: IIHMR | Offers | Final Placements | 2024-25
Importance: High

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

Dear Team,

Please find below the details for the selected candidates:

S. No.	Name	Candidate Mail Id	Unit	Job Role	CTC (in LPA)
1	Sanskriti Prashant	sanskritiguja@gmail.com	HILHC	Associate Consultant	8.5
2	Khushal Sharma	khushal09012000@gmail.com	HILHC	Associate Consultant	8.5
3	Sunaina Manoj	sunainabatra2607@gmail.com	HILHC	Associate Consultant	8.5
4	Anjum Naaz	naazanjum00@gmail.com	LS	Analyst- Business Consulting	9

Kindly extend our congratulations to the offered candidates. We look forward to onboarding them soon at Infosys!

Please note:

- These offers are extended subject to the information provided by candidates on their application forms on the day of the selection process. Any intentional or unintentional falsification of this information, if identified at a later stage, may lead to offer cancellation.
- Selected candidates should have no location constraints.
- Please advise all candidates to maintain their final CGPA/percentage marks at par with (or higher than) their CGPA on the day of the selection process, as mentioned in their application forms.
- Work experience for candidates has been considered based on the below factors only, in case at a later stage if any discrepancy is found in the BGV, the same will impact the CTC for the candidates.

Kindly share the relevant updated documents(Application form and work-experience documents) as discussed in HR Discussion with the candidates and resume of all selected candidate in zip folder by tomorrow 2:00 PM.

For candidate's prior work experience, it is mandatory to have below documents:

- Salary must be getting credited in a bank account every month.
- Form 16 for the period should be available.
- PF account should be there.

In response to this mail, request you to share an explicit consent of offer acceptance by all offered candidates with an understanding that these candidates will no longer be a part of any other placement process at your institute.

Would like to sincerely thank you for all the warmth & support extended to us in conducting the event smoothly. We look forward to a long and enduring relationship with your institute.

Warm Regards

Harshita

Senior Associate Lead – Talent Acquisition



Registrar
The IIHMR University
Prabhu Dayal Marg, Near
Sanganer 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

Jan 29, 2025

To,

Ms. Annavi Gupta

H No-C,137,Street no-1,
Niwari Road,Shivpuri,
Modinagar,Ghaziabad,
Uttar Pradesh-201204.

Contact No: -7017625901

E-Mail: annavi.pm15@iihmr.in

Dear Ms. Annavi Gupta,

We are pleased to offer you the position of **Product Executive – BSBU (Volta)** 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 **Feb 3, 2025** (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 IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Annexure – 1

Name	Ms. Annavi Gupta
Designation	Product Executive – BSBU (Volta)
Location	Bhat

Components	Per Month	Per Annum
Basic	24375	292500
House Rent Allowance	9750	117000
Professional Pursuit Allowance^	14192	170304
Fixed Compensation (A)	48317	579804
Employer PF Contribution*	2925	35100
Superannuation Contribution*	1950	23400
Gratuity*	975	11700
Total Retirals (B)	5850	70200
Total Fixed Pay (A+B)	54167	650000

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.

[Handwritten Signature]

Prepared by

Approved by

Accepted by:

Signature:

Date:


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

Date: 3/February/2025

Mr. Anshuman Singh
H.Q.: Lucknow

Dear Anshuman,

Subsequent to the conversations that we have had, we believe there is an excellent match between your skills and the career opportunities available with us for you as a valued member of our organization. It gives us great pleasure to extend to you an offer to join our organization as **“Management Trainee - Marketing”** based at **Lucknow H.Q.** on a remuneration mutually agreed upon.

Please note that this is a merely offer letter. The company's standard appointment letter containing exhaustive terms and conditions of employment will be issued to you on your joining the company which shall be binding on you.

You are requested to submit the following documents:

1. Certified photocopies of educational certificates (10th, 12th, graduation & post-graduation).
2. Proof of Date of Birth.
3. Two passport size photographs.
4. PAN card copy.
5. One Cancelled Cheque / Passbook copy of salary account.
6. Certificate for last drawn salary.
7. Employment resignation letter / relieving letter from previous employer.
8. Aadhar Card copy.

You are required to join as early as possible but not later than **10 February 2025**, failing which this offer of employment stands withdrawn. Your employment with **Selway LifeSciences Pvt. 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 subject to the background check clearance and 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 background checks prior to your joining the company or thereafter. You shall extend your cooperation during such verification and if required provide authorizations to the company or its agents to conduct the background verification.

Kindly revert back with acceptance of the offer, and send us a copy of the resignation letter, once you have resigned from your current organization.

Selway LifeSciences Pvt. Ltd.

Corporate Address: A4-509, Oakwood Villa, Pocket A4, Sushant Golf City, Ansal, Lucknow - 226030, Uttar Pradesh.

Factory Address (Upcoming): I 49, Jetapur – Palasia, AB Road.



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

CIN : U74999UP2018PTC103347
Registered Address : M 953, Sector M,
Ashiyana, Lucknow, Uttar Pradesh India.



Annexure - A		
Name : Anshuman Singh	Salary	
Designation : MT - Marketing	INR Per Month	INR Per Anum
H.Q: Lucknow		
Basic.....A	17,000	204,000
HRA	5,000	60,000
Education Allowance	5,000	60,000
Conveyance	3,000	36,000
Medical	2,000	24,000
Personal Pay	3,000	36,000
Total Allowances.....B	18,000	216,000
Cost to Company.....C	35,000	420,000
Mediclaim Policy	0	0
Personal Accidental Policy	0	0
Professional Tax	208	2,496
Total Deductions..... D	208	2,496
Gross Salary	34,792	417,504
Mobile & Internet Allowances	500	

Wishing you all the best.



Thanking you.
Jai Kumar Pandey
Business Head
Mob. No. 9762011100

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

Selway LifeSciences Pvt. Ltd.

Corporate Address: A4-509, Oakwood Villa, Pocket A4, Sushant Golf City, Ansal, Lucknow - 226030, Uttar Pradesh.

Factory Address (Upcoming): I 49, Jetapur – Palasia, AB Road.

Mr. Anuj Verma
Behind Bus Stand H/N 118, Ward no.07,
Rehti, District-Sehore Madhya Pradesh - 466446

Dear Anuj,

Sub: Offer of Employment

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

We take pleasure in inviting you to join the NH team as **Deputy Manager - Materials Management** at Corporate Office Narayana Health, 261/A, 2nd Floor, Bommasandra Industrial Area, Anekal Taluk, Bangalore-560099. You will report to **Senior General Manager - Materials Management at NH**. We believe that you will be a valuable addition to the NH team and wish you all success in this assignment. Your compensation is detailed in **Annexure 2**.

Working Hours: The Hospital operates 24 hours across 7 days a week. Your work hours will be intimated to you by your reporting manager. Please note that NH, as a service organization, accords high priority to customer service levels and therefore depending upon criticality of the requirements, you shall be required to accommodate changes to your work schedule as decided and communicated to you by the Organisation from time to time.

Date of Reporting: You are required to join duty no later than **09/06/2025** at 9:00 a.m. In the event of your failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by us. In case you need to extend your joining date, please discuss the same with us and your revised joining date will be communicated by us. You are required to report to the Human Resource Department to complete your joining formalities.

Probation and Notice Period: You will be on probation for a period of Six months from the date of joining. The notice period during the probation period will be one month, subsequently upon confirmation your notice period shall be Two months. Upon acceptance of this offer and reporting for duty a formal e- Appointment Letter will be available in the HRMS. Please notify HR incase of any clarification.

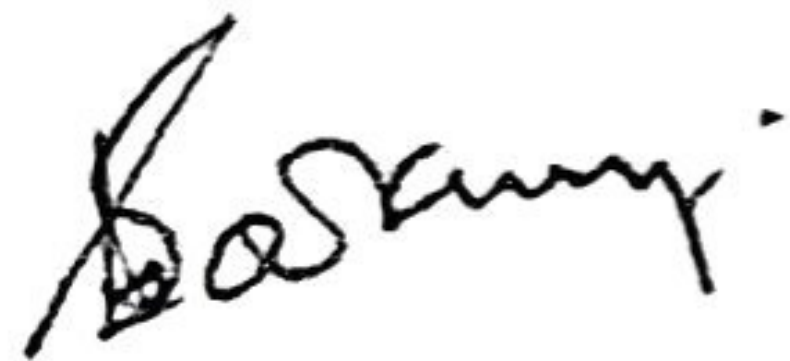
Please bring the documents as detailed in **Annexure 1** on the day of your joining. If you would like to know more about NH or have any questions or clarifications, please feel free to contact us.

Please note that the validity of this offer letter is subject to satisfactory completion of a background reference check and your medical fitness as per the pre-employment medical check-up which you shall undergo on the day of joining. Details of the medical check-up is available in Annexure1.

Please note that the terms of this offer are strictly confidential between you and NH. If you have any queries please contact Human Resources Department.

We look forward to having you on board and wish you a long and successful career at NH. Please sign and return the duplicate copy of this offer letter of your acceptance no later than **28/05/2025**. The validity of this offer will be contingent on your acceptance.

Best Wishes,



Sirshendu Mookherjee

Group Chief Human Resources Officer (Group CHRO)


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

Narayana Hrudayalaya Limited

(Previously Narayana Hrudayalaya Pvt. Ltd.) CIN: U85110KA2000PLC027497

Registered Office: #258/A, Anekal Taluk, Hosur Road, Bommasandra Industrial Area, Bengaluru, Karnataka - 560099.

Corporate Office: Narayana Health, 261/A, 2nd Floor, Bommasandra Industrial Area, Anekal Taluk, Bangalore-560099.

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

Annexure 1: Explanatory Notes and Documents at the time of joining

1. Basic salary is fully taxable.
2. HRA is 60% of Basic salary. This will be subject to tax as per the applicable tax statutes.
3. Conveyance Allowance is for commuting from residence to office and back.
4. The employer's contribution to PF will be as per EPF Act 1952.
5. Flexi Allowance is payable to on monthly basis and is fully taxable.

The tax exemption for all categories of allowances is subject to prevailing Income tax laws.

Documents to be submitted at the time of joining:

1. Photocopies of all educational documents of school leaving (10th & 12th) , Graduation, Post-Graduation (if applicable).
2. Photocopy of the relieving letter from your previous organization.
3. Photocopies of the last 3 months salary slip, offer/appointment letter or a salary certificate from the previous employer.
4. Photocopy of PAN (Permanent Account Number) card, Aadhaar card and Address Proof.
5. Five (5) passport and one stamp size colour photographs.
6. Cancelled Cheque leaflet.
7. Duly signed offer letter.

The originals of the above mentioned documents are mandatory to be produced at the time of joining and the same will be returned to you after verification.

List of Medical Tests -

Fitness certificate from any major hospital where the following test have been referred.

Clinical Staff	Non-Clinical Staff
• Serology tests (HCV, HbsAg) • CBC • Blood Group RH factor • Chest X - Ray • Eye Check - Up • Hepatitis B Vaccine • Hepatitis B Antibody Titre	• CBC • Chest X - Ray • Eye Check - Up

Please note that the above tests would be performed free of cost* across NH network upon joining. However, if you choose to provide us a fitness certificate from other hospitals, NH shall not be liable to reimburse such expense claims.

*Free medical tests are only for the above listed ones. For further tests outside the ones listed above, as per the advice by the Doctors in declaration of your fitness, you shall arrange to pay for such additional tests as recommended.


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Annexure 2- CTC Details

Name: Mr. Anuj Verma

Effective Date: 09/06/2025

Your total annual compensation will be **INR 1000008**. Your compensation will be subject to deduction of tax at source as per statutory regulations. The break-up of the compensation is as under:

Components	In INR p.a.	Payable (Prorated)
Basic	350004	Monthly
HRA	210000	Monthly
Conveyance Allowance	42000	Monthly
Flexible allowance	359568	Monthly
Provident Fund	21600	Monthly
Gratuity	16836	Monthly
Total CTC	1000008	

National Pension Scheme (NPS) : You have an option to subscribe to NPS. If you choose to exercise this option, kindly intimate the HR Department before joining services of NH. In such an event, your CTC will be restructured to factor your subscription to NPS.

Gratuity: You will be covered under the Payment of Gratuity Act and will be eligible for gratuity benefits under the scheme after completion of stipulated period of employment at NH. The gratuity is payable on retirement from service or separation from the company on meeting the conditions of the act.

Insurance Benefits: You will be covered under Group Medclaim (GMC), Group Term Life (GTL) and Group Personal Accident (GPA) benefits as outlined in the NH Insurance Benefits Policy.

Declaration:

I have read and understood the terms and conditions of the offer contained herein and I am happy to accept them for employment with NH. I will be joining NH on or before **09/06/2025** at 9:00am.

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

Signature: 

Date: 26/05/2025

Name: Anuj Verma


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15/04/2025

Anushree Rai
A1, Aditya Nagar, Robertsganj
Sonbhadra
231216

Dear Anushree,

Welcome to IQVIA™

On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 86,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Analyst - 130}. You will be based in Gurugram, India (INGUR5, 42.5). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS COMPENSATION : INR ₹700,000.00

PROVIDENT FUND : INR 33600

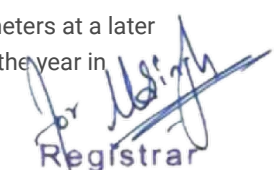
FIXED COST TO COMPANY : INR 733,600

ANNUAL INCENTIVE PAY TARGET* : INR 70000

TOTAL COST TO COMPANY : INR 803,600

ANNUAL INCENTIVE PAY TARGET*

You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in


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which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

You will be required to work in shifts as per the company requirements.

BENEFITS:

- Gratuity: The eligibility and amount of this benefit is as per the applicable laws.
- Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.
- Group Mediciam: Employee and family members are covered as per prevailing Company Policy.
- Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.

This offer is contingent upon your successful completion of your current degree. You are required to produce the original pass certificate/ mark sheet by the end of your probation period certifying that you have successfully completed the degree, failing which the company may, in its sole discretion, elect to terminate or suspend your employment immediately.

You will be participating in "Quintiles Certified Professional "(QCP) program which would be sponsored by Quintiles and delivered at Gurugram, India (INGUR5, 42.5).

Please note that this offer is contingent upon you clearing the assessment under the QCP program

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Ullas KS
Director, Talent Acquisition Team


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For IQVIA Analytics Services Private Limited (IN03)

Joining Date: 21-Apr-2025

signHere1


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Registered Office

IQVIA Analytics Services Private Limited

(Formerly Known as IMS HEALTH ANALYTICS SERVICES Pvt Ltd)

CIN: U74140KA2003PTC032950

Omega, Embassy TechSquare, Kadubeesanahalli Marathahalli-

Sarjapur Outer Ring Road. Bangalore - 560103

www.iqviam.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 21-Apr-2025 is made and entered by {IQVIA Analytics Services Private Limited (IN03)} (hereinafter "IQVIA" and Anushree Rai, AGED ({25} (DOB: {02- Feb-2000}), [S-D]/o {Pradeep Rai} having Aadhar No. {9296 4881 9763} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Analyst and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

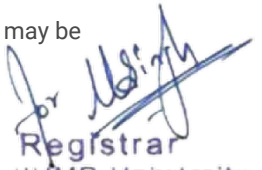
1. **EMPLOYMENT** IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. **NATURE OF EMPLOYMENT** This Executive shall serve as a Analyst and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.

2.3 This Executive's base of operation shall be Gurugram, India (INGUR5, 42.5) subject to business travel as may be


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necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. COMPENSATION

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. ₹700,000.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

4. TERM OF EMPLOYMENT

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:

(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and


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(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari pasu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

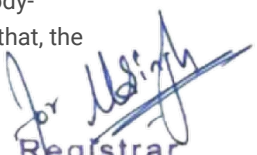
- (i) your performance of your job in an unsatisfactory manner, as determined by the Company;
- (ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;
- (iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;
- (iv) your misconduct, violation of any law classified as a felony or dishonesty; or
- (v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").

Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any body-corporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the


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Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

5. COMPENSATION AND BENEFITS UPON TERMINATION

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.

5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.5, liquidated damages in an amount equal to the Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.


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5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES

6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:


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(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

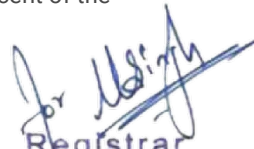
(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company; or

(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the


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issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.

6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. **RELEASE** Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

8. EMPLOYEE REPRESENTATIONS

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not (i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.


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(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

- (i) Gain unauthorized access to the computer system or computer network; or
- (ii) Download, copy or extract any information or data from such system; or
- (iii) Introduce any harmful code; or
- (iv) Cause any damage to the system or network; or
- (v) Cause the non-functioning or malfunctioning of any system or network; or
- (vi) Cause denial of access to any authorized person to the system or network; or
- (vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
- (viii) Tamper or manipulate any system or network with the object of operating the account of another person; or
- (ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or
- (x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.

(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA confidential information shall include, but not limited to:

- (i) IQVIA data and databases.
- (ii) Statistical methodologies, computer software and documentation.
- (iii) Information about employees (including compensation, benefits and performance reviews).
- (iv) Lists of customers and prospective customers.
- (v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
- (vi) Methods of doing business and business processes.



- (vii) Financial information relating to the performance of the Company.
- (viii) Internal policies accessible only to employees during employment.
- (ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.

(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and



obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. **NOTICES** All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:

If to the Executive, to: Executive's Residential Address

Anushree Rai

A1, Aditya Nagar, Robertsganj

Sonbhadra

India

231216

If to the Company, to:

IQVIA

OFFICE OF GENERAL COUNSEL,

Omega Embassy TechSquare

Marathahalli- Sarjapur Outer Ring Road

Kadubeesanahalli

Bangalore 560103

Office: + 91 80 3769 0000/0100

Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. **WAIVER OF BREACH** The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.

11. **ENTIRE AGREEMENT** Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other


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understandings and agreements, oral or written, between the parties with respect to the subject matter of this Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. **SEVERABILITY** If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. **PARTIES BOUND** The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.

14. **GOVERNING LAW** This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

signHere1

For and on behalf of
IQVIA Analytics Services Private Limited (IN03)

Ullas KS
Director, Talent Acquisition Team


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12th February 2025

Dear **Ashutosh Kaurav**

Congratulations!!

Further to your assessment, we are happy to extend an offer of employment to you as **Management Trainee** in our firm. Your date of joining will be **1st April 2025**, you will have to report to Bangalore HQ for joining and CSS training Program.

The terms of the offer are as follows: -

1. The position will be based out of **Bhopal**
2. For the first 4 months of employment, you will be working as an intern (Management trainee) and you would be paid a consolidated stipend of Rs 20K/month + Travel expenses as per company policy. You will be eligible for LIGAPRO vs reward program during Internship period as well.
3. Upon completion of Internship, designation of **ENERGY DEVICE CONSULTANT** will be given.
4. As ENERGY DEVICE CONSULTANT your CTC will be Rs. **4,00,000/Annum (Fixed pay) + 2,00,000 (50,000/quarterly sales incentive)**. Additionally, you will get **Kicker incentive + Campaign rewards which is not the part of CTC mentioned**. Travel allowances will be as per the company policy.
5. You will be required to sign a bond to be associated with the organisation for 18 months on your appointment as ENERGY DEVICE CONSULTANT. Addition to that you will be bound by non-compete and confidentiality agreement considering the nature of assignment. Detailed appointment letter will be provided at the time of joining.

Your performance during the Internship period will be evaluated after 3 month and then confirmation for the designation of ENERGY DEVICE CONSULTANT will be given. In case of unsatisfactory performance during Internship the extension of the Internship period will be done for another 3 months. Termination of employment can be done without any notice if intern is found doing unethical activities as per the company guideline.

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.



KUNAL KISHORE

CEO


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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



14/04/2025

Ashutosh Kumar Gupta
417, Madhupally Colony,
Danapur Cantt, Patna,
Bihar
801503

Dear Ashutosh Kumar,

Welcome to IQVIA™

On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 86,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Analyst - 130}. You will be based in Gurugram, India (INGUR5, 42.5). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS COMPENSATION : INR ₹700,000.00

PROVIDENT FUND : INR 33600

FIXED COST TO COMPANY : INR 733,600

ANNUAL INCENTIVE PAY TARGET* : INR 70000

TOTAL COST TO COMPANY : INR 803,600

ANNUAL INCENTIVE PAY TARGET*

You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later


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date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

BENEFITS:

- **Gratuity:** The eligibility and amount of this benefit is as per the applicable laws.
- **Leave Eligibility:** All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.
- **Group Mediciam:** Employee and family members are covered as per prevailing Company Policy.
- **Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.**

This offer is contingent upon your successful completion of your current degree. You are required to produce the original pass certificate/ mark sheet by the end of your probation period certifying that you have successfully completed the degree, failing which the company may, in its sole discretion, elect to terminate or suspend your employment immediately.

You will be participating in "Quintiles Certified Professional "(QCP) program which would be sponsored by Quintiles and delivered at Gurugram, India (INGUR5, 42.5).

Please note that this offer is contingent upon you clearing the assessment under the QCP program

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Ullas KS
Director, Talent Acquisition Team

For IQVIA Analytics Services Private Limited (IN03)


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Sanganer Airport, Jaipur-302029



Joining Date: 21-Apr-2025

signHere1


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Registered Office

IQVIA Analytics Services Private Limited

(Formerly Known as IMS HEALTH ANALYTICS SERVICES Pvt Ltd)

CIN: U74140KA2003PTC032950

Omega, Embassy TechSquare, Kadubeesanahalli Marathahalli-

Sarjapur Outer Ring Road. Bangalore - 560103

www.iqvia.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 21-Apr-2025 is made and entered by {IQVIA Analytics Services Private Limited (IN03)} (hereinafter "IQVIA" and Ashutosh Kumar Gupta, AGED ({26} (DOB: {Saturday, February 13, 1999}), [S-D]/o {Vijay Kumar Gupta} having Aadhar No. {281778743702} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Analyst and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

1. **EMPLOYMENT** IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. **NATURE OF EMPLOYMENT** This Executive shall serve as a Analyst and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.

2.3 This Executive's base of operation shall be Gurugram, India (INGUR5, 42.5) subject to business travel as may be


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necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. COMPENSATION

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. ₹700,000.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

4. TERM OF EMPLOYMENT

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:

(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and


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(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari pasu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

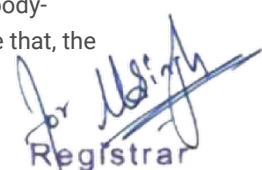
- (i) your performance of your job in an unsatisfactory manner, as determined by the Company;
- (ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;
- (iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;
- (iv) your misconduct, violation of any law classified as a felony or dishonesty; or
- (v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").

Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any body-corporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the


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Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

5. COMPENSATION AND BENEFITS UPON TERMINATION

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.

5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.5, liquidated damages in an amount equal to the Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.


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5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES

6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:


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(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company; or

(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the



issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.

6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. **RELEASE** Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

8. EMPLOYEE REPRESENTATIONS

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not (i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.


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(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

- (i) Gain unauthorized access to the computer system or computer network; or
- (ii) Download, copy or extract any information or data from such system; or
- (iii) Introduce any harmful code; or
- (iv) Cause any damage to the system or network; or
- (v) Cause the non-functioning or malfunctioning of any system or network; or
- (vi) Cause denial of access to any authorized person to the system or network; or
- (vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
- (viii) Tamper or manipulate any system or network with the object of operating the account of another person; or
- (ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or
- (x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.

(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA confidential information shall include, but not limited to:

- (i) IQVIA data and databases.
- (ii) Statistical methodologies, computer software and documentation.
- (iii) Information about employees (including compensation, benefits and performance reviews).
- (iv) Lists of customers and prospective customers.
- (v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
- (vi) Methods of doing business and business processes.


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- (vii) Financial information relating to the performance of the Company.
- (viii) Internal policies accessible only to employees during employment.
- (ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

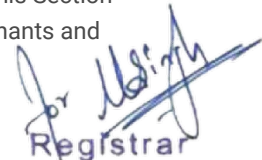
(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.

(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and


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obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. **NOTICES** All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:

If to the Executive, to: Executive's Residential Address

Ashutosh Kumar Gupta
417, Madhupally Colony,
Danapur Cantt, Patna,
Bihar India
801503

If to the Company, to:

IQVIA
OFFICE OF GENERAL COUNSEL,
Omega Embassy TechSquare
Marathahalli- Sarjapur Outer Ring Road
Kadubeesanahalli
Bangalore 560103
Office: + 91 80 3769 0000/0100
Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. **WAIVER OF BREACH** The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.

11. **ENTIRE AGREEMENT** Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other


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understandings and agreements, oral or written, between the parties with respect to the subject matter of this Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. **SEVERABILITY** If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. **PARTIES BOUND** The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.

14. **GOVERNING LAW** This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

signHere1

For and on behalf of
IQVIA Analytics Services Private Limited (IN03)

Ullas KS
Director, Talent Acquisition Team


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Impeerical Consulting (Pvt) Ltd.

CIN: U62099HR023PTC116760

Date: July 31, 2025

To,

Mr. VEDANT TUSHAR BHATT

Email: bhattvedant128dn@gmail.com

Phone: +91-8291416520.

Current Address:

Subject: Offer of Employment - Research Associate Position at Impeerical Consulting Pvt Ltd

Dear Mr. Vedant Tushar Bhatt,

We are pleased to extend this formal offer of employment for the position of **Research Associate** at **Impeerical Consulting Pvt Ltd**. Following a thorough evaluation of your qualifications and our interview discussions, we are confident that you will be a valuable addition to our organization.

1. Employment Terms

Joining Date: Your employment shall commence on or before **August 5, 2025**. Please confirm your joining date in writing in next 48 hours.

Probation Period: You will serve a probationary period of **six (6) months** from your date of joining. This period may be extended based on performance evaluation.



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Upon successful completion of the probation period, your employment will be confirmed in writing.

2. Compensation Structure

Your Annual Cost to Company (CTC) will be INR 6,50,000/- (Rupees Six Lakhs and Fifty Thousand Only). A detailed salary breakdown will be provided upon joining.

Additional Benefits:

- Eligibility for monthly performance-based incentives as per company policy
- Statutory deductions will apply as per the Income Tax Act, 1961

3. Work Location and Reporting

Initial Arrangement: You will work from home for the first month following your joining date.

Permanent Location: You are required to relocate to Mumbai by **September 5, 2025**, as you will be reporting from Mumbai. Presently you will be working from home, all relocation expenses will be borne by you personally, and the company will not be incurring any costs related to the move.

But in case of any criticality of work or on account of work demand company may take decision to call you to the corporate office Delhi at any given point of time, you will be informed well in advance in such situation.

Flexibility Clause: The Company reserves the right to:

- Request your presence at the corporate office in Delhi with immediate notice based on work requirements
- Withdraw work-from-home privileges with appropriate notice

- Transfer you to any current or future company establishments, branches, or affiliates
- Assign field work responsibilities as needed without prior notice.
 - Expenses related to any official field work (travel, lodging & boarding), stationery, photocopy, notebook, pen, etc will be borne by company.

4. Pre-Employment Requirements

This offer is contingent upon the submission of original and verified copies of the following documents:

Identity and Address Documentation:

- Copy of PAN Card and Aadhaar Card
- Valid address proof
- Two (2) passport-sized photographs

Educational Documentation:

- Complete educational certificates

References:

- Two (2) references (one personal, one professional)

Previous Employment Documentation:

- Appointment letter from previous employer (If applicable)
- Last three (3) months' salary slips from previous employer (If applicable)
- Relieving letter or experience certificate from previous employer (If applicable)

5. Document Verification and Employment Integrity

This employment offer is based on the information you provided during the recruitment process. Should any information be found to be false, misleading, incomplete, or if any material facts have been concealed, the company reserves the right to **terminate your employment immediately without notice.**

6. Employment Termination

During the probation period, either party may terminate the employment relationship by providing **60 days' written notice or payment in lieu thereof**, subject to company discretion.

7. Confidentiality and Compliance

Upon joining, you will be required to comply with the company's policies regarding confidentiality, data protection, and non-compete agreements as detailed in your formal appointment letter.

Compensation Confidentiality: You are required to maintain strict confidentiality regarding your salary, remuneration, and employment benefits. During your tenure and thereafter, you shall not disclose compensation details (including salary, bonuses, and benefits) to colleagues, employees, or third parties without prior written management consent, except as required by law. Violation may result in disciplinary action, including termination.

Disciplinary Action:

Violation of any of the above clause may result in:

- Written warnings
- Salary deductions
- Termination of employment without notice

- Legal recourse including claims for damages or breach of confidentiality

8. Conflict of Interest:

Any form of external work or engagement that leads to a **conflict of interest**—including but not limited to sharing of proprietary, confidential, or sensitive information, or leveraging client relationships or internal knowledge—is strictly prohibited and will be considered grounds for disciplinary action, including termination.

9. Restriction:

Unless prior written approval is obtained from the Company, the Employee shall not:

- Undertake any employment, consultancy, freelancing, advisory, or business activity with any third party.
- Engage in any work, whether part-time or full-time, that competes, directly or indirectly, with the Company's business.
- Use Company resources (e.g., systems, software, data, time, network, premises) for any non-Company-related work or personal business activities.

10. Exceptions:

Employees may pursue personal interests such as academic teaching, writing, or volunteering, **only if**:

- Such activities do not interfere with official responsibilities or Company interests.
- Prior written approval has been obtained from the HR or Reporting Manager.

11. Declaration Requirement:

At the time of joining, and during the course of employment, you shall declare any side engagements, freelance work, or additional employment for transparency and to seek

formal clearance.

Acceptance Requirements

Please confirm your acceptance of this offer by signing and returning a copy of this letter within **48 hours** of receipt. Failure to respond within this timeframe will render this offer void.

Received and Accepted by:

Employee Name: _____

Date: _____

Signature: _____

For Impeerical Consulting Pvt Ltd:

Name: Ms. Ila Rout

Date: July 31, 2025

Signature: _____





Offer Letter

19/10/2024

Ref. No: - OL/CRPL/24-25

**TO,
MS. BINALI CONTRACTOR
MANJALPUR,
VADODARA – 390011.**

Dear Ms. Binali,

As per personal discussion with you we have pleasure in offering you the post of **TRAINEE ANALYST - SCM 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.

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.

**MAX D'SOUZA
VICE PRESIDENT – HUMAN RESOURCE**

- 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.
- 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.
- You will not be eligible for prorata base increment for the year 2024.
- 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

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Appointment Letter

09 Jan, 2025

To,

Ms. CONTRACTOR BINALI

ABHINAV BUILDING

STERLING HOSPITAL, BODAKDEV

AHMEDABAD - 380054

GUJARAT

Dear Ms. CONTRACTOR BINALI

With reference to your application and subsequent interview with us, we are pleased to appoint you as **MANAGEMENT TRAINEE** in **DEMAND & PLANNING TEAM** department at **CORPORATE OFFICE** in our organization on the following terms and conditions.

Date of Joining: You have joined us on **01 Jan, 2025**.

Salary: Your Annual Total Employment Cost to the company would be **INR 5,50,000.00 (INR Five Lakh Fifty Thousand Rupees)** the detail of which has been given in the Annexure attached below.

Place/Transfer: Your present place of work will be at AHMEDABAD, but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

You will be on probation for six months. If your performance is found satisfactory during probation your services will be confirmed. During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, after confirmation if the employee desires to leave the organization, he/she needs to serve the complete notice period of 1 months as per stated in the appointment letter.

Absence for a continuous period of ten days without prior approval of your superior, (Including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's Leave Policy.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or



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assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

1. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's Patents, Trade Marks, Copy rights and Company's Human assets profile.
2. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
3. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
4. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behaviour, negligence, indiscipline, absence from duty without permission or any other conduct considered by us detriment to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
5. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
6. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
7. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.
8. You shall retire from service on attaining the age of 58 Years.
9. This appointment letter shall be deemed to have been issued at Ahmedabad for all purposes. In the event of any dispute related to the interpretation or rights or liabilities arising out of this appointment letter, the same shall, at first instance, be amicably settled between the parties. If any dispute is not settled amicably, the same shall be referred to the Sole Arbitrator to be appointed by the DIRECTOR of the Company. The award given by the Arbitrator shall be final and binding on the parties. The venue for Arbitration shall be Ahmedabad.
10. The applicable law governing this appointment shall be the laws of India and the courts of Ahmedabad shall have the exclusive jurisdiction to try any dispute with respect to this appointment letter.




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**CORONA Remedies Limited**

(Formerly known as 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

Online at : info@coronaremedies.com

website : www.coronaremedies.com

CIN : U24231GJ2004PLC044656

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We welcome you to CORONA family and look forward to a fruitful association.

With best wishes

For Corona Remedies Pvt. Ltd.



MAX D'SOUZA
Vice President – Corporate HR

I have read, understood and accepted all the above conditions

Signature and Name:-

Date:-

Encl: - Salary Structure

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Name : Ms. CONTRACTOR BINALI

Desi : MANAGEMENT TRAINEE

HQ : CORPORATE OFFICE

EARNINGS (PART - A)	MONTHLY (INR)	YEARLY(INR)
Basic	11,458.00	1,37,500.00
HRA	9,167.00	1,10,000.00
Compensatory Allowance	19,758.00	2,37,100.00
Advance Bonus	2,500.00	30,000.00
SUB-TOTAL (A)	42,883.00	5,14,600.00
BENEFITS AND CONTRIBUTIONS (PART - B)		
Bonus.	1,000.00	12,000.00
PF - Employer	1,800.00	21,600.00
PF - Other Charges	150.00	1,800.00
SUB-TOTAL (B)	2,950.00	35,400.00
TOTAL SALARY (A + B)	45,833.33	5,50,000.00

- BONUS: for current financial year, will release in the month of Diwali of next financial year.

For Corona Remedies Pvt Ltd




MAX D'SOUZA
Vice President – Corporate HR

I have read, understood and accepted all the above conditions

Signature and Name:-

Date:-


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

PAN:

Aadhar Card No:

(Private and confidential)

Date: 29th July, 2025

To,
Mr Shashank Bingi,

WELCOME TO THE INFEDIS FAMILY

APPOINTMENT LETTER

Dear Mr Shashank Bingi,

We are pleased to offer you employment in the position of **Digital Marketing Executive** with us at **Infedis Infotech LLP** with offices currently at **Office 108, Suyog Center, Gultekdi, Pune, Maharashtra 411037** on the terms and conditions set out in this letter.

1. Position:

1.1 Your appointment start date will be. **4th Aug 2025**.

1.2 **For the first 3 months effective from 4th Aug, 2025, you will be working as an Intern at a monthly stipend of INR 13,000.** After successful completion of your internship, you will be considered as a full-time employee of the company. Your compensation package would be as mentioned under the Remuneration clause 5.0 of this document.

1.3 The structure of your compensation plan may be altered / changed from time to time in line with the compensation policy and practices of the organization. All components of your compensation are subject to deduction of tax at source in accordance with the prevailing laws.

1.4 Your employment will be from our Office 108, Suyog Center, Gultekdi, Pune, 411001; however, it will be performed from your residence.

1.5 The duties of this position are set out in this letter.

- Develop and execute digital marketing strategies to increase brand awareness and drive website traffic.
- Manage social media presence across multiple platforms, creating engaging content and campaigns.
- Create and optimize paid advertising campaigns.
- Stay up-to-date with industry trends and best practices in digital marketing
- Managing our social media platforms, executing marketing campaigns, and using data-driven insights to optimize campaigns and improve ROI.
- Collaborate with cross-functional teams to ensure seamless execution of digital marketing initiatives.

You will be required to perform these duties, and any other duties that the employer may assign to you, having regard to your skills, training, and experience by your reporting manager.

1.6 It would be your responsibility to comply satisfactorily with the day-to-day instructions given to you by the Company Management. You shall report to the Chief Operating Officer about your scope & difficulties of work.

1.7 Kindly note that once you accept this offer you are liable to join the organization. If you are unable to join after accepting the offer you are liable to pay INR 10,000 to Infedis Infotech LLP.

2. Probation

2.1 You would be considered for confirmation of your FTE position only if you complete your probationary period of initial Six months satisfactorily. **A probation period will apply for the first 6 months of your employment and this will include your 3 months internship.** During this time, we will assess your progress and performance and it will depend upon things like practice, initiative, and result in job and individual circumstances. However, a probationary period will not affect an employee's entitlement to lodge an unfair dismissal complaint.

2.2 During the probation period you or the employer may end your employment by providing notice in accordance with the table in clause 8.1 below.

2.3 If your performance and conduct is not found up to the expected norms during the probationary period, your probation period would be liable to be extended further if considered necessary. The Company also reserves the right to terminate your services without any notice or compensation during the period of your probation or its expiry.

2.4 Your unauthorized absence from work for a consecutive period of 2 days or more will be treated as abandonment of employment by you and it would be deemed to be your resignation from the services of the Company from the date of commencement of such unauthorized absence.

2.5 The Company reserves the right to terminate your services in case any information furnished by you is found incorrect and misleading with respect to yourself.

3. Terms and conditions of employment

3.1 Unless more generous provisions are provided in this letter or in the attached Schedule, the terms and conditions of your employment will be those set out herein. This includes, but is not limited to, the National Employment Standards applicable in the State of Maharashtra and/or District of Pune. Neither any applicable legislation is incorporated into your contract of employment. You would also be governed by the rules and regulations regulating your employment framed by the Company from time to time.

3.2 The additional terms and conditions set out in the attached Schedule or made applicable by the employer from time to time as per law will also apply to your employment.

3.3 You will be bound by the company's policies introduced and enforced by the management, from time to time in relation to conduct, discipline, working hours, leave, holidays or any matter relating to service conditions which will be deemed as rules, regulations and orders in the part of these terms of employment. The Management reserves the right to modify, alter or delete the existing service rules or to introduce fresh service rules which will be binding upon you.

By signing this document, you agree to our policy document below.

<https://drive.google.com/file/d/1wEds22rFdSEHqNzR8Y5IIdpo0qIQbPpe/view>

4. Ordinary hours of work

4.1 Your ordinary hours of work will be 10 am to 8 pm Monday to Saturday with afternoon lunch break plus any reasonable additional hours that are necessary to fulfill your duties or Sundays working for events or as otherwise required by the employer and availability on the phone.

5. Remuneration

Salary Breakup shown below:

Digital Marketing Executive	
-----------------------------	--

CTC Breakup (Fixed)	
Basic	2,10,000
HRA	1,05,000
Conveyance Allowance	33,600
Medical Allowance	28,200
PF (Employer)	21,600
PF (Employee)	21,600
Total	4, 20,000

CTC Total	
Total	4, 20,000

6. Leave:

6.1 You are entitled to no leave per month till 6month and after that you are entitled to 1.5 leaves per month (Must apply before 7 days) and Sick leave (must apply before 24 hours), but this leave will be credited in next month.

7. Your obligations to the employer

7.1 You will be required to:

- A. Always perform all duties to the best of your ability
- B. Use your best Endeavour to promote and protect the interests of the employer; and
- C. Follow all reasonable and lawful directions given to you by the employer, including complying with policies and procedures as amended from time to time. These policies and procedures are not incorporated into your contract of employment.
- D. You would perform your duties efficiently and to the best of your ability. Your overall performance shall be judged based on your own consistent endeavors and the actual results delivered by you.
- E. You will be required to perform your duties at our **Gultekdi offices**, or elsewhere as reasonably directed by the employer.
- F. You are required to keep and render a faithful account of all properties and assignments of the Company entrusted to you in the course of your employment.
- G. You are also required to keep the Company informed about any change in your marital status, residential address, contact number, qualifications, or any other material details about yourself.
- H. Your appointment as well as continuation in the service of the Company will be subject to your being found and remain medically fit. You will subject yourself to a medical examination, if and when considered necessary by the Company.

8. Termination of employment

8.1 Under the terms of this letter as per statutory provisions the employer may terminate your employment at any time by providing you with 1 Month of notice and the employer can also immediately terminate the employee as per the following clauses.

- Bad Performance (Two Warning Letters would be given).
- Incompetence, including lack of productivity or poor quality of work and not meeting timelines.
- Insubordination and related issues such as dishonesty and breaking company rules.
- Attendance issues, such as frequent absences or chronic tardiness.
- Theft or other criminal behavior including revealing trade secrets.
- Sexual harassment and other discriminatory behavior in the workplace.
- Physical violence or threats against other employees.
- Personal issues are affecting the employees' work.
- If more than 50% of other employees are complaining about the employee.
- If the company feels that employee is a liability not an asset.

8.2 If you wish to terminate your employment you are required to provide the employer with prior notice in accordance with the table at 8.1.

Table 8.1

Length of continuous service with employer	Period of notice
Not more than 1 year	12 weeks
More than 1 year but less than 3 years	16 weeks
More than 3 years but less than 5 years	24 weeks
More than 5 years	32 weeks

8.3 If the employee resigns or the employee is fired, terminated, laid off by the company then the employee salary will freeze up to a maximum of 60 working days post the employee leaving the company. The salary freeze will include all future salary payments since the employee has provided or communicated his or her notice period or similar letter.

9. Confidentiality

The Employee will strictly adhere to the confidentiality stated in the Annexure attached hereinafter.

9.1 By accepting this letter of offer, you acknowledge and agree that you will not, during the course of your employment or thereafter, except with the consent of the employer, as required by law or in the performance of your duties, use or disclose confidential information relating to the business of the employer, including but not limited to client lists, trade secrets, client details and pricing structures.

10. Entire agreement

10.1 The terms and conditions referred to in this letter constitute all of the terms and conditions of your employment and replace any prior understanding or agreement between you and the employer.

10.2 The terms and conditions referred to in this letter may only be varied by a written agreement signed by both you and the employer.

We whole-heartedly welcome you to our Company and look forward to a mutually beneficial long-term association.

Please also return a copy of the Annexure 2 – Confidentiality, Non-compete and non-solicitation undertaking as a token of your acceptance for the same.

Yours sincerely,

I have read and understood this letter and accepted the offer of employment from Infedis Infotech LLP and thereby accepted the appointment on the terms and conditions set out in the letter. The original of this letter is in my possession.

Signature	Name of the employee	Date

Annexure II Confidentiality

I, the undersigned, covenant and agree that I shall treat as strictly confidential all records, data and other information that comes within my knowledge ("Confidential Information") during my Employment with you and thereafter. I shall not disclose or steal any information from the company's business competitors or any party, or I shall not take away at the time of resignation / termination of my employment with the Company for any purpose / uses any or all information. (This information including, but not limited to, that comprised in or derived from the information technology of all sectors, electronic intellectual property, manuals, instructions, client / customer lists, catalogues, rate-cards, quotations, offers or schemes, business plans, design lay-outs, booklets, data disks, tapes, source codes, flowcharts etc. relating to the Company). I shall promptly return to the Company all such information etc. of the Company. Any breach of this condition would entitle the Company to take such action as would be appropriate in the circumstances and/or to claim damages.

I agree that from the date hereof I shall not communicate, publish or disclose any such information as mentioned in the preceding Clause for at least for the period of 10 years to any other who is not related to your company. I cannot sue the company in any particular way for any reason for the period of 10 years.

Non-compete and non-solicitation.

I will not engage or be involved, directly or indirectly, in any business/employment of a same type or nature carried on by the Company or its affiliates ("Competing Business") at any time during continuation of my employment or for a period of 1 year after my employment.

The Company may terminate my employment for any such relevant reason with no notice or payment.

The Company reserves the right to require me, for part or all the notice of termination period, not to perform any other duties and remain away from the Company's premises, although the Company will continue to maintain / retain (at the sole discretion of the Company) my salary and other contractual benefits for this period. I may not commence or prepare to commence employment with or provide services to any company or other business during this period.

If my employment is terminated, I shall not directly or indirectly, at any time within a period of twelve month either on my own account or for any other person or related companies, solicit any person who to my knowledge is, or has at any time in the one-year period immediately prior to the termination of my employment, been a client, customer or employee of, or in the habit of dealing with the Company or any of its related companies.

I agree that the above restrictions are reasonable, if they would otherwise be adjudged void; they shall apply with such modifications as to period, scope or area, or deletion in part, as shall be necessary to make them valid and effective.

Signature	Name of the employee	Date

ANNEXURES TO FILL DOCUMENT

Emergency Contact Form

(Provide Name of at-least 1 Contact Person in case of Emergency)

Emergency Contact 1

Name:	
Relationship:	
Address:	
Fixed Line Number:	
Mobile Phone Number:	

Emergency Contact 2

Name:	
Relationship:	
Address:	
Fixed Line Number:	
Mobile Phone Number:	

Document Submission Checklist:

Please use the checklist below while sending the signed offer letter. The offer letter only stands when all the documents are submitted:

Particulars	Status
PASSPORT PHOTO	
MARKSHEET: 10 TH	
MARKSHEET: 12 TH	
MARKSHEET: GRADUATION & POST GRAD	
LAST JOB: SALARY SLIP (AT-LEAST 2 MONTHS / 3 MONTHS)	
RELIEVING LETTER FROM LAST FT JOB	
EXPERIENCE LETTER FROM LAST FT JOB	

Date: 10/12/2024

Mr. Chandrapal Singh Panwar

We are pleased to offer you position of "Executive" in the department of Branding & Marketing of Home A unit of Krishiv Health Care, Jaipur on mutually agreed terms and conditions during the interview.

Please proceed to join your duty at the earliest as the University protocols allows.

Your appointment shall be effective from the date of joining. To enable us to complete you're joining formalities, please bring along following documents in original with a self-attested photocopy at the time of joining our organization.

1. All Academics Certificates from SSC / equivalent onwards.
2. School leaving certificate / any proof of Date of birth.
3. PAN Card
4. Aadhar Card
5. Copy of Resignation Certificate duly acknowledged.
6. Relieving Letter from last employment.
7. Passport size photographs -6 nos.
8. Proof of two past employments.
9. Proof of last drawn salary - salary slip /bank transfer advice/ appointment/Increment letter.
10. Passport, if available.
11. Covid Vaccine Certificate.
12. Address proof (Voter's ID/ Ration card / E-Bill/ DL/ Adhar card).
13. One Cancelled Bank Cheque.
14. Any other document like Appreciation Letter, Award Certificate obtained during job.

Your appointment is subjected to verification of all the documents, medical check-up report and reference check. Your appointment is contractual in nature. Please note that delay in joining beyond the specified date may result in cancellation of this offer.

Please sign & return a copy of this letter as acceptance of the offer within 48 hours. This is a confidential document and cannot be shared by you with any third party.

Regards,

Krishiv Healthcare, Jaipur



Authorized Signatory



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

Candidate Signature

Position Title: Business Development Executive

Location: Jaipur

Company: Krishiv Healthcare

Reports To: Manager, Hospital at Home

Type: Full-Time.

Job Overview:

The Business Development Executive for Hospital-at-Home Services will be responsible for developing and executing marketing and Operational strategies to promote and grow the hospital-at-home service offerings. This includes creating awareness, driving patient acquisition, and fostering partnerships with healthcare providers and other relevant stakeholders. The role requires a blend of strategic thinking, healthcare knowledge, digital marketing knowledge, and good communication skills.

Key Responsibilities:

1. Develop Marketing Strategy and Plans

- Create and implement marketing strategies to increase awareness of the hospital-at-home service offering, targeting patients, healthcare providers, insurers, and other stakeholders.
- Identify and analyze market trends, customer needs, and competitor offerings to refine the hospital-at-home service value proposition.
- Develop targeted campaigns to promote the benefits of hospital-at-home services such as convenience, cost-effectiveness, and improved patient outcomes.

2. Branding and Awareness

- Lead efforts to establish and maintain the brand identity of the hospital-at-home service within the marketplace.
- Develop messaging and materials to promote the service, including brochures, digital content, case studies, and patient testimonials.
- Organize and manage events, webinars, and outreach activities to educate healthcare professionals, patients, and caregivers about the service.

3. Lead Generation and Patient Acquisition

- Drive patient acquisition strategies through targeted digital campaigns, SEO, paid advertising, social media, email marketing, and more.
- Identify new patient channels and partnerships with healthcare providers, insurance companies, and home care agencies.


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Sanganer Airport, Jaipur-302029

4. Partnership Development and Relationship Management

- Build and maintain relationships with referring physicians, healthcare organizations, insurance companies, and third-party vendors to drive referrals to the hospital-at-home program.
- Collaborate with hospital administration and clinical teams to ensure seamless integration of marketing efforts with service delivery.
- Educate healthcare professionals on the benefits and logistics of hospital-at-home services, helping to drive patient referrals.

5. Digital Marketing & Content Creation

- Manage the hospital-at-home service's online presence, including the website, social media platforms, and digital advertising.
- Develop content (articles, blogs, videos, etc.) that communicates the benefits and success stories of the hospital-at-home model to engage prospective patients and healthcare providers.
- Monitor and analyze digital marketing campaigns for effectiveness, making adjustments as needed to optimize performance.

6. Market Research and Reporting

- Conduct market research to understand patient and caregiver preferences, competitive offerings, and industry trends.
- Measure and report on the effectiveness of marketing campaigns, using data to refine strategies and maximize ROI.
- Stay informed about healthcare regulations, payer policies, and trends impacting the hospital-at-home model to adapt marketing strategies accordingly.

7. Collaboration with Internal Teams

- Work closely with the operations and clinical teams to ensure that marketing messages align with service delivery and patient experience.
- Provide input on the development of service packages, pricing strategies, and patient education materials.
- Ensure that all marketing efforts are compliant with healthcare regulations.


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Qualifications:

- **Education:**
Bachelor's degree in Marketing, Healthcare Management, Business Administration, or a related field. A Master's degree is a plus.
- **Experience:**
 - Minimum 0-3 years of experience in healthcare marketing, preferably within a hospital-at-home or home healthcare environment.
 - Proven track record in developing and executing successful marketing campaigns for healthcare services.
 - Must be having Knowledge of digital marketing, lead generation, and content creation.
- **Skills & Abilities:**
 - Strong written and verbal communication skills.
 - Knowledge of digital marketing tools (Google, social media platforms, email marketing software, etc.).
 - Strong project management skills with the ability to prioritize tasks and meet deadlines in a fast-paced environment.
 - Ability to work cross-functionally with clinical teams, operations, and senior leadership.

Preferred Qualifications:

- Knowledge of healthcare marketing or telemedicine platforms.
- Familiarity with customer relationship management (CRM) tools and marketing automation platforms.

Work Environment:

- Office and Market based both.
- Flexibility to work remotely or hybrid as needed.
- Must be having vehicle.

Benefits:

- CTC Offered– For Initial Training Period the Stipend will be 25,000 PM, after Training period The CTC will 6 LPA and Above Based on the Performance Evaluation.


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12th February 2025

Dear **Chaudhary Hasmukh Naran**

Congratulations!!

Further to your assessment, we are happy to extend an offer of employment to you as **Management Trainee** in our firm. Your date of joining will be **1st April 2025**, you will have to report to Bangalore HQ for joining and CSS training Program.

The terms of the offer are as follows: -

1. The position will be based out of **Mumbai**
2. For the first 4 months of employment, you will be working as an intern (Management trainee) and you would be paid a consolidated stipend of Rs 20K/month + Travel expenses as per company policy. You will be eligible for LIGAPRO vs reward program during Internship period as well.
3. Upon completion of Internship, designation of **ENERGY DEVICE CONSULTANT** will be given.
4. As ENERGY DEVICE CONSULTANT your CTC will be Rs. **5,00,000/Annum (Fixed pay) + 2,00,000 (50,000/quarterly sales incentive)**. Additionally, you will get **Kicker incentive + Campaign rewards which is not the part of CTC mentioned**. Travel allowances will be as per the company policy. Detailed appointment letter will be provided during the joining.
5. You will be required to sign a bond to be associated with the organisation for 18 months on your appointment as ENERGY DEVICE CONSULTANT. Addition to that you will be bound by non-compete and confidentiality agreement considering the nature of assignment. Detailed appointment letter will be provided at the time of joining.

Your performance during the Internship period will be evaluated after 4 month and then confirmation for the designation of ENERGY DEVICE CONSULTANT will be given. In case of unsatisfactory performance during Internship the extension of the Internship period will be done for another 3 months. Termination of employment can be done without any notice if intern is found doing unethical activities against the company guideline.

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.**



KUNAL KISHORE
CEO


Registrar
The IIMR University
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



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

Date: 3 July 2025

Ms. Deepanshi Gupta
Address: 614/364 Chak
Raghunath Naini, Prayagraj,
Uttar Pradesh- 211008

Offer Letter

Dear Deepanshi,

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

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

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

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

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


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

different geographies

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

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

Kindly indicate on the copy of this letter your acceptance of your offer.

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

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

For INJ Market Intelligence Private Limited

Satakshi Bisht
HR Executive

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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

Sakshi Pawar

From: Seth, Mansi <mansi.seth2@iqvia.com>
Sent: 15 October 2024 07:17 PM
To: Vinod Tejwani; Srivastava, Prakhar
Cc: Akbar, Siddiq; N Satheeshkanna; Anita Thapa
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

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

Hi Mr. Vinod,

Please find the list of final selects.

User Name	Email id (Invited)
Shikha Sharma	shikha.hm28@iihmr.in
Naina Soni	naina.pm15@iihmr.in
Shayna Shayna	shayna.pm15@iihmr.in
Varsha Mittal	varsha.pm15@iihmr.in
Simran Randhawa	Simranrandhawa.hm28@iihmr.in
Shruti Shukla	shruti.pm15@iihmr.in
Jainam Kothari	jainam.pm15@iihmr.in
Dr. Bhavika Vidhwani	bhavika.hm28@iihmr.in
Ashutosh Kumar Gupta	ashutoshgupta.pm15@iihmr.in
Simran Chandwani	simranchandwani.hm28@iihmr.in
Gyanendra Tripathi	gyanendra.pm15@iihmr.in
Tanvi Singhvi	tanvisinghvi.hm28@iihmr.in
Anushree Rai	anushree.pm15@iihmr.in
Anjali Purohit	anjali.hm28@iihmr.in
Abhishek Panwar	abhishekanwar.hm28@iihmr.in
Arnab Basak	arnab.hm28@iihmr.in
Anurag Chakraborty	anurag.hm28@iihmr.in
Deepanshu Yadav	deepanshu.pm15@iihmr.in
Richa Singh	richa.hm28@iihmr.in
Ajit Sumbe	ajit.hm28@iihmr.in

Regards,
Mansi Seth

From: Seth, Mansi
Sent: Tuesday, October 15, 2024 3:23 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Srivastava, Prakhar <prakhar.srivastava@iqvia.com>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Hi Mr. Vinod,

Please find the shortlisted list so far. We can have more addition.

User Name	Email id (Invited)	Hiring Panel	Day	Timeslot	Mode	Final Status	HR Round
Shikha Sharma	shikha.hm28@iihmr.in	Salaka Singh	Tuesday	12:00 - 12:30 PM	Virtual	Select	Siddiq Akbar
Naina Soni	naina.pm15@iihmr.in	Kamlesh Kumar Bal	Tuesday	12:30 - 01:00 PM	Virtual	Select	Siddiq Akbar
Shayna Shayna	shayna.pm15@iihmr.in	Salaka Singh	Tuesday	12:30 - 01:00 PM	Virtual	Select	Siddiq Akbar
Shilpa Mitra	shilpa.hm28@iihmr.in	Kamlesh Kumar Bal	Tuesday	01:00 - 01:30 PM	Virtual	Select	Siddiq Akbar
Varsha Mittal	varsha.pm15@iihmr.in	Kamlesh Kumar Bal	Tuesday	01:30 - 02:00 PM	Virtual	Select	Siddiq Akbar
Simran Randhawa	Simranrandhawa.hm28@iihmr.in	Nithin Krishnan	Tuesday	12:00 - 12:30 PM	Virtual	Select	Siddiq Akbar
Shruti Shukla	shruti.pm15@iihmr.in	Kumaran Viswanathan	Tuesday	01:00 - 01:30 PM	Virtual	Select	Siddiq Akbar
Jainam Kothari	jainam.pm15@iihmr.in	Dipty Mansingh	Tuesday	12:30 - 01:00 PM	Virtual	Select	Siddiq Akbar
Dr. Bhavika Vidhwani	bhavika.hm28@iihmr.in	Saurabh Tyagi	Tuesday	01:00 - 01:30 PM	Virtual	Select	Siddiq Akbar
Ashutosh Kumar Gupta	ashutoshgupta.pm15@iihmr.in	Kamlesh Kumar Bal	Tuesday	12:00 - 12:30 PM	Virtual	Select	Mansi Seth
Simran Chandwani	simranchandwani.hm28@iihmr.in	Sonia Mathur	Tuesday	12:00 - 12:30 PM	In Person	Select	Mansi Seth
Gyanendra Tripathi	gyanendra.pm15@iihmr.in	Monalisa Singh	Tuesday	12:00 - 12:30 PM	Virtual	Select	Mansi Seth
Tanvi Singhvi	tanvisinghvi.hm28@iihmr.in	Rohit Bansal	Tuesday	12:00 - 12:30 PM	Virtual	Select	Mansi Seth
Anushree Rai	anushree.pm15@iihmr.in	Sadaf Amir	Tuesday	01:00 - 01:30 PM	Virtual	Select	Mansi Seth
Amiya Kumar Palauri	amiya.pm15@iihmr.in	Rohit Bansal	Tuesday	01:00 - 01:30 PM	Virtual	Select	Mansi Seth
Anjali Purohit	anjali.hm28@iihmr.in	Sonia Mathur	Tuesday	01:30 - 02:00 PM	In Person	Select	Mansi Seth
Abhishek Panwar	abhishekanwar.hm28@iihmr.in	Dipty Mansingh	Tuesday	12:00 - 12:30 PM	Virtual	Select	Mansi Seth
Arnab Basak	arnab.hm28@iihmr.in	Saurabh Tyagi	Tuesday	12:30 - 01:00 PM	Virtual	Select	Mansi Seth

Regards,
Mansi Seth

From: Seth, Mansi
Sent: Tuesday, October 15, 2024 11:06 AM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Srivastava, Prakhar <prakhar.srivastava@iqvia.com>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Hi Mr. Vinod,

Further to our discussion, please find the list of candidates with the mode of the interview.

User Name	Email id (Invited)	Hiring Panel	Day	Timeslot	Mode
Ashutosh Kumar Gupta	ashutoshgupta.pm15@iihmr.in	Kamlesh Kumar Bal	Tuesday	12:00 - 12:30 PM	Virtual
Shikha Sharma	shikha.hm28@iihmr.in	Salaka Singh	Tuesday	12:00 - 12:30 PM	Virtual
Naina Soni	naina.pm15@iihmr.in	Kamlesh Kumar Bal	Tuesday	12:30 - 01:00 PM	Virtual
Shayna Shayna	shayna.pm15@iihmr.in	Salaka Singh	Tuesday	12:30 - 01:00 PM	Virtual
Shilpa Mitra	shilpa.hm28@iihmr.in	Kamlesh Kumar Bal	Tuesday	01:00 - 01:30 PM	Virtual
Sanjay Sahu	sanjay.hm28@iihmr.in	Salaka Singh	Tuesday	01:00 - 01:30 PM	Virtual
Varsha Mittal	varsha.pm15@iihmr.in	Kamlesh Kumar Bal	Tuesday	01:30 - 02:00 PM	Virtual
Kratika Naruka Kratika	kratika.hm28@iihmr.in	Kumaran Viswanathan	Tuesday	12:00 - 12:30 PM	Virtual
Ashutosh Kaurav	ashutoshkaurav.pm15@iihmr.in	Tarun Kumar Agarwal	Tuesday	12:00 - 12:30 PM	Virtual
Nidhi Sharma	nidhisharma.hm28@iihmr.in	Pankaj Kumar	Tuesday	12:00 - 12:30 PM	Virtual
Simran Randhawa	Simranrandhawa.hm28@iihmr.in	Nithin Krishnan	Tuesday	12:00 - 12:30 PM	Virtual
Gursimran Kaur	gursimran.hm28@iihmr.in	Kumaran Viswanathan	Tuesday	12:30 - 01:00 PM	Virtual
Shivani Mistry	shivanimistry.hm28@iihmr.in	Tarun Kumar Agarwal	Tuesday	12:30 - 01:00 PM	Virtual
Sakshi Arun Zod	Sakshizod.pm15@iihmr.in	Pankaj Kumar	Tuesday	12:30 - 01:00 PM	Virtual
Gavhane Aniket Raju	gavhane.pm15@iihmr.in	Nithin Krishnan	Tuesday	12:30 - 01:00 PM	Virtual
Shruti Shukla	shruti.pm15@iihmr.in	Kumaran Viswanathan	Tuesday	01:00 - 01:30 PM	Virtual
Simran Chandwani	simranchandwani.hm28@iihmr.in	Sonia Mathur	Tuesday	12:00 - 12:30 PM	In Person


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Sanganer Airport, Jaipur-302029

Gyanendra Tripathi	gyanendra.pm15@iihmr.in	Monalisa Singh	Tuesday	12:00 - 12:30 PM	Virtual
Yash Chouhan Rakesh Chouhan	yashchouhan.pm15@iihmr.in	Sadaf Amir	Tuesday	12:00 - 12:30 PM	Virtual
Tanvi Singhvi	tanvisinghvi.hm28@iihmr.in	Rohit Bansal	Tuesday	12:00 - 12:30 PM	Virtual
Anurag Chakraborty	anurag.hm28@iihmr.in	Sonia Mathur	Tuesday	12:30 - 01:00 PM	In Person
Ila Gupta	ila.hm28@iihmr.in	Monalisa Singh	Tuesday	12:30 - 01:00 PM	Virtual
Bhawana Prakash Naware	bhawana.hm28@iihmr.in	Sadaf Amir	Tuesday	12:30 - 01:00 PM	Virtual
Riya Shekhawat Riya	riyashekhawat.hm28@iihmr.in	Rohit Bansal	Tuesday	12:30 - 01:00 PM	Virtual
Akshat Sharma	akshat.dm3@iihmr.in	Sonia Mathur	Tuesday	01:00 - 01:30 PM	In Person
Shalini Gurjar	shalinigurjar.hm28@iihmr.in	Sonia Mathur	Tuesday	01:00 - 01:30 PM	In Person
Anushree Rai	anushree.pm15@iihmr.in	Sadaf Amir	Tuesday	01:00 - 01:30 PM	Virtual
Amiya Kumar Palauri	amiya.pm15@iihmr.in	Rohit Bansal	Tuesday	01:00 - 01:30 PM	Virtual
Anjali Purohit	anjali.hm28@iihmr.in	Sonia Mathur	Tuesday	01:30 - 02:00 PM	In Person
Deepanshu Yadav	deepanshu.pm15@iihmr.in	Sonia Mathur	Tuesday	01:30 - 02:00 PM	In Person
Richa Singh	richa.hm28@iihmr.in	Sadaf Amir	Tuesday	01:30 - 02:00 PM	Virtual
Sarita	sarita.hm28@iihmr.in	Shashwat Singh	Tuesday	12:00 - 12:30 PM	Virtual
Prachi Pandey	prachi.pm15@iihmr.in	Saurabh Tyagi	Tuesday	12:00 - 12:30 PM	Virtual
Abhishek Panwar	abhishekanwar.hm28@iihmr.in	Dipty Mansingh	Tuesday	12:00 - 12:30 PM	Virtual
Anshuman Singh	anshuman.pm15@iihmr.in	Ankita Tanwar	Tuesday	12:00 - 12:30 PM	Virtual
Amey Sharma	amey.hm28@iihmr.in	Shashwat Singh	Tuesday	12:30 - 01:00 PM	Virtual
Jainam Kothari	jainam.pm15@iihmr.in	Dipty Mansingh	Tuesday	12:30 - 01:00 PM	Virtual
Ajit Sumbe	ajit.hm28@iihmr.in	Ankita Tanwar	Tuesday	12:30 - 01:00 PM	Virtual
Vaishnavi Soni Subhash Chand Soni	vaishnavisoni.hm28@iihmr.in	Shashwat Singh	Tuesday	01:00 - 01:30 PM	Virtual
Dr. Bhavika Vidhwani	bhavika.hm28@iihmr.in	Saurabh Tyagi	Tuesday	01:00 - 01:30 PM	Virtual
Taniya Singh Butolia	taniya.hm28@iihmr.in	Dipty Mansingh	Tuesday	01:00 - 01:30 PM	Virtual
Arnab Basak	arnab.hm28@iihmr.in	Saurabh Tyagi	Tuesday	12:30 - 01:00 PM	Virtual

Regards,
Mansi Seth

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: Friday, October 11, 2024 4:18 PM
To: Srivastava, Prakhar <prakhar.srivastava@iqvia.com>; Seth, Mansi <mansi.seth2@iqvia.com>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Sure.

Noted

Sent from [Outlook for Android](#)

From: Srivastava, Prakhar <prakhar.srivastava@iqvia.com>
Sent: Friday, October 11, 2024 4:08:04 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Seth, Mansi <mansi.seth2@iqvia.com>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur


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Sanganer Airport, Jaipur-302029

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Hi Vinod

Please add below three candidate for the process

Shruti Shukla	shruti.pm15@iihmr.in
Richa Singh	richa.hm28@iihmr.in
Arnab Basak	arnab.hm28@iihmr.in

Regards,

Prakhar Srivastava

Early Talent Team



Join our [Talent Network](#)

M: +91 - 9536905223 | E: prakhar.srivastava@iqvia.com



From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: Friday, October 11, 2024 3:05 PM
To: Seth, Mansi <mansi.seth2@iqvia.com>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; Srivastava, Prakhar <prakhar.srivastava@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms Mansi,

As discussed, Just wanted to updated that 3 students in the shortlisted list are placed yesterday with some organisation . Anika Nehra ,Raktima Kerni, Uttara Jangade. So they will not be a part of the process.

Request, if you can all other candidates in place of above 3 candidates.

Regards,
Vinod

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

From: Seth, Mansi <mansi.seth2@iqvia.com>
Sent: Thursday, October 10, 2024 12:23:06 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; Srivastava, Prakhar <prakhar.srivastava@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

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Hi Mr. Vinod,

Further to our discussion on call yesterday, please find the shortlist for interview attached below.

Name (Invited)	Email id (Invited)
Shikha Sharma	shikha.hm28@iihmr.in
Ajit Sumbe	ajit.hm28@iihmr.in
Amiya Kumar Palauri	amiya.pm15@iihmr.in
Shilpa Mitra	shilpa.hm28@iihmr.in
Gavhane Aniket Raju	gavhane.pm15@iihmr.in
Anjali Purohit	anjali.hm28@iihmr.in
Sarita .	sarita.hm28@iihmr.in
Shayna Shayna	shayna.pm15@iihmr.in
Abhishek Panwar	abhishekanwar.hm28@iihmr.in
Ila Gupta	ila.hm28@iihmr.in
Akshat Sharma	akshat.dm3@iihmr.in
Deepanshu Yadav	deepanshu.pm15@iihmr.in
Naina Soni	naina.pm15@iihmr.in
Amey Sharma	amey.hm28@iihmr.in
Tanvi Singhvi	tanvisinghvi.hm28@iihmr.in
Anshuman Singh	anshuman.pm15@iihmr.in
Vaishnavi Soni Subhash Chand Soni	vaishnavisoni.hm28@iihmr.in
Nidhi Sharma	nidhisharma.hm28@iihmr.in
Gyanendra Tripathi	gyanendra.pm15@iihmr.in
Shivani Mistry	shivanimistry.hm28@iihmr.in
Gursimran Kaur	gursimran.hm28@iihmr.in
Kratika Naruka Kratika	kratika.hm28@iihmr.in
Riya Shekhawat Riya	riyashekhawat.hm28@iihmr.in
Sakshi Arun Zod	Sakshizod.pm15@iihmr.in
Ashutosh Kumar Gupta	ashutoshgupta.pm15@iihmr.in
ANIKA NEHRA	anika.hm28@iihmr.in
Raktima Kerni	raktima.hm28@iihmr.in
Prachi Pandey	prachi.pm15@iihmr.in
Simran Randhawa	Simranrandhawa.hm28@iihmr.in
Dr. Bhavika Vidhwani	bhavika.hm28@iihmr.in
Simran Chandwani	simranchandwani.hm28@iihmr.in
Yash Chouhan Rakesh Chouhan	yashchouhan.pm15@iihmr.in
Shalini Gurjar Shalini Gurjar	shalinigurjar.hm28@iihmr.in
Uttara Jangade	uttara.hm28@iihmr.in
ANURAG CHAKRABORTY	anurag.hm28@iihmr.in
Varsha Mittal	varsha.pm15@iihmr.in
Taniya Singh Butolia	taniya.hm28@iihmr.in
Jainam kothari	jainam.pm15@iihmr.in
Ashutosh Kaurav	ashutoshkaurav.pm15@iihmr.in
Anushree Rai	anushree.pm15@iihmr.in
Bhawana Prakash Naware	bhawana.hm28@iihmr.in
Sanjay Sahu	sanjay.hm28@iihmr.in

Logistical requirements :-

Auditorium Hall	1
In-person Interview rooms	3
Virtual Interview Rooms	10 rooms or 2 halls

Regards,
Mansi Seth

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: Friday, October 4, 2024 7:23 PM
To: Seth, Mansi <mansi.seth2@iqvia.com>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; Srivastava, Prakhar <prakhar.srivastava@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Madam,

Below student has registered in IQVIA Portal but not received the link.

Name	Course	Registered email id	Mobile number	Screenshot
Sreepriya.P	MBA -HM	sreepriya.hm28@iihmr.in	8861795912	Attached

This is for your information and help please.

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: Seth, Mansi <mansi.seth2@iqvia.com>
Sent: Friday, October 4, 2024 5:49 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; Srivastava, Prakhar <prakhar.srivastava@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur


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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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Hi Mr. Vinod,

The first round of the selection – Aptitude test has been triggered to the candidates who have registered on the portal.

Few pointers for attempting the test:

- The test includes English, Logical, Quants and Critical Reasoning.
- Please ask the candidates to have a working webcam, microphone and sound network before attempting the test.
- The duration would be 60 mints, they would have to complete the test in one-go.
- Any interference with webpages while attempting would be seen as malpractices.
- The test would automatically close in case of any such practices, no second chance would be given for the same.
- The deadline to attempt the test is 11:59 pm by 6th October,2024.

As per our discussion on call, request you to share the registered email ids of the candidates who have not received the assessment link. Candidates who have not registered are disqualified from the further process.

Regards,
Mansi Seth

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: Friday, October 4, 2024 12:16 PM
To: Seth, Mansi <mansi.seth2@iqvia.com>; Anita Thapa <anitathapa@iihmr.edu.in>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; Srivastava, Prakhar <prakhar.srivastava@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Mansi,

Thanks a lot.

@Anita Thapa Please share the details with students on priority

With Regards,

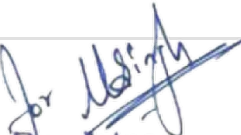



Vinod Tejwani
Dean- Placements & Alumni Relations

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: Seth, Mansi <mansi.seth2@iqvia.com>
Sent: Friday, October 4, 2024 12:14 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; Srivastava, Prakhar <prakhar.srivastava@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur


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Hi Mr. Vinod,

Further to our discussion, please share the below link with the candidates to register.

<https://iqvia.wd1.myworkdayjobs.com/IQVIA/job/Bangalore-India/Analyst--Campus- R1445977>

Few pointers for candidates for registration

1. Please use the same email id mentioned in the excel shared.
2. Select University/College Recruitment as the source.
3. The link would be valid from 12- 6 pm to register.
4. Candidates who fail to register will not receive the assessment link.

Thanks a ton for your support.

Regards,
Mansi Seth

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: Friday, October 4, 2024 10:33 AM
To: Seth, Mansi <mansi.seth2@iqvia.com>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; Srivastava, Prakhar <prakhar.srivastava@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Mansi,

Greetings from IIHMR University Jaipur!

At the outset let me thank you and team IQVIA for your always support.
Please find attached the Excel sheet and resume of **231** interested candidates of **MBA- Hospital & Health Management, MBA- Pharmaceutical Management, MBA- Development Management** from **Batch (2023-2025) final year**.

Total Application for IQVIA- 231
 [Students Resume \(2023-25\) for IQVIA Analyst](#)

Please do let us know the process ahead along with time schedule and process flow for 15th October 2024 so that we can inform the students, and they can prepare for the selection process.

We welcome you and team IQVIA for Campus recruitment process at IIHMR University Jaipur on 15th October 2024.

With Regards,




Vinod Tejwani
Dean- Placements & Alumni Relations

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

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From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: 01 October 2024 18:17
To: Seth, Mansi <mansi.seth2@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; Srivastava, Prakhar <prakhar.srivastava@iqvia.com>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Mansi,

Greetings from IIHMR University Jaipur!


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

It was great interacting with you today. Thanks a lot for sharing the requirements.

As discussed, We will share the same with students **MBA- (Hospital and Health Management), MBA- (Pharmaceutical Management)** for nominations.

Request you to let us know the number of representatives along with their travel plan so that we can arrange the logistics requirements accordingly.

For boarding and lodging , We will be happy to host you and team IQVIA esteemed representatives at IIHMR University Guest House and we can also provide the local transport facility for the guests.

Please do let us know any other requirement, so that we can arrange the same accordingly.

We are blocking 15th October 2024 (Tentatively) for IQVIA campus placement process and we will book the Auditorium along with Conference room and Interview room.

@N Satheeshkanna Please take it forward on priority.

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: Seth, Mansi <mansi.seth2@iqvia.com>
Sent: Tuesday, October 1, 2024 6:04 PM
To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; Srivastava, Prakhar <prakhar.srivastava@iqvia.com>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

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Hi Mr. Vinod,

Thank you for the invite. It was a pleasure connect with you over the call.
Please find the JD attached for your reference.

• Job Description	Attached in email
• Job Location	PAN India
• Eligible Streams	All Branches
• Total Vacancies	TBD
• CTC Offered	8 LPA
• Selection Process	Aptitude Test – Technical round – HR Round
• Campus Recruitment Date	Tentative Date – 15th Oct 2024. TBC yet

Regards,
Mansi Seth

From: Vinod Tejawani <vinodtejawani@iihmr.edu.in>
Sent: Tuesday, October 1, 2024 5:38 PM
To: Seth, Mansi <mansi.seth2@iqvia.com>
Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

You don't often get email from vinodtejawani@iihmr.edu.in. [Learn why this is important](#)

Dear Ms. Mansi,

Greetings from IIHMR University Jaipur!

At the outset let me thank you and team of your esteemed organsiation for your always support.

On behalf of **IIHMR University, Jaipur**, I am pleased to extend a cordial invitation to you and your esteemed organization to visit our campus for the recruitment of the **MBA Batch 2023-25**.

At IIHMR University Jaipur, we offer specialized MBA programs in:

- Hospital and Health Management
- Pharmaceutical Management
- Development Management
- Health Analytics (1st Year)

Our university is dedicated to nurturing professionals who embody excellence, compassion, and a commitment to society. We focus on shaping young minds with the vision to empower themselves and others, providing them with a strong foundation in both theoretical and practical knowledge.

Enclosed with this email is a copy of the **Batch Demography, Course Details** for your kind consideration.

To facilitate the process, we kindly request you to share the below required details for the Final Placements, including:

• Job Description	
• Job Location	
• Eligible Streams	
• Total Vacancies	
• CTC Offered	
• Selection Process	
• Campus Recruitment Date	


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We look forward to the possibility of strengthening our relationship with your esteemed organization and hosting you during our Placement season this year. We are excited about the opportunity to form a lasting association through our Campus Recruitment Program (2023-25 batch).

Please feel free to reach out if you need any further information or assistance. I will be happy to assist

With Regards,



Vinod Tejwani
Dean- Placements & Alumni Relations

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

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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029



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

Jan 29, 2025

To,

Ms. Dhruvika Sharma

House No-290, Opp. Kalindi Public School,
Vinoba Basti, 1 D,
Sriganganagar, Ganganagar,
Rajasthan-335001.

Contact No: -7877649797

E-Mail: dhruvika.pm15@iihmr.in

Dear Ms. Dhruvika Sharma,

We are pleased to offer you the position of **Product Executive – BSBU (Evanext)** 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 **Feb 3, 2025** (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 IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Annexure – 1

Name	Ms. Dhruvika Sharma
Designation	Product Executive – BSBU (Evanext)
Location	Bhat

Components	Per Month	Per Annum
Basic	24375	292500
House Rent Allowance	9750	117000
Professional Pursuit Allowance^	14192	170304
Fixed Compensation (A)	48317	579804
Employer PF Contribution*	2925	35100
Superannuation Contribution*	1950	23400
Gratuity*	975	11700
Total Retirals (B)	5850	70200
Total Fixed Pay (A+B)	54167	650000

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.

[Handwritten Signature]

Prepared by

Approved by

Accepted by:

Signature:

Date:

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

EMPLOYMENT OFFER

04/04/2025

DINESH SAHARE

Plot no. 18 Bhagemahari, Post: Parseoni, Dist: Nagpur, Maharashtra 441105

Dear DINESH SAHARE,

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

1. Date and place of Joining:

You are expected to join on 16/04/2025 You are required to complete the Joining Formalities and the documents required are mentioned in Annexure – A along with other Terms.

Your place of posting will be at Hyderabad - Capital Park.

2. Salary:

Your CTC will be INR 600000/- (Rupees Six Lakh Only) Which includes Gross Salary of INR 578400/- per annum. Statutory deductions will be applicable as per prevailing laws viz., Income tax, PT, PF, ESI etc. All perquisites and benefits including reimbursements are subject to Income Tax provisions, which may be applicable, including taxation on perquisite value. Detailed Salary Breakup available in Salary Annexure.

3. Conditions for the Employment offer:

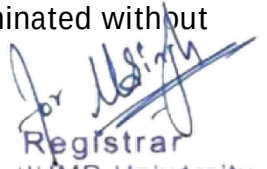
Further to inform that, The company will conduct Back ground verification including but not limited to Education, previous employment and criminal records etc.,. In the event of statements and documents furnished at any stage of the recruitment or during employment founds false, misleads, omission or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

4. Offer Validity:

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

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

5. Authorized Representative:


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

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

5.1 Human Resource Department

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

We wish you a long and successful career at PrimEra.



Authorized Signatory

Sridevi Menon

Associate Director - HR

Date: 04/04/2025

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

Signature of Candidate:

Date:

Place:

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



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

SALARY ANNEXURE

Name: DINESH SAHARE

Designation: Associate Analyst

COMPENSATION DETAILS

Salary Components	INR - Monthly	INR - Annualized
Salary Components		
Basic	25000	300000
HRA	10000	120000
Other Allowance	0	0
Special Pay	11200	134400
Statutory Bonus.	2000	24000
Sub Total	48200	578400
Employer Contribution		
PF & EPS - Employer Cont.	1800	21600
Sub Total	1800	21600
Reimbursements		
Retention Bonus	0	0
Sub Total	0	0
Cost to the Company	50000	600000
Deduction		
PF (Employee Contribution)	1800	21600
Professional Tax	200	2400
Sub Total	2000	24000
Net Take Home (Excluding Applicable Taxes)	46200	554400

Notes: Details of Benefits offering by the company

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


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

ANNEXURE A

High Level Employment Terms and Conditions

- 1 This Offer is valid only if accepted within 24 hours; else offer is deemed to have been cancelled
- 1 You will be on full time employment with PrimeEra and during the tenure of employment, you should not undertake any direct/indirect business/work/assignment, whether honorary or for payment
- 1 You will retire from the PrimEra Services on reaching the age of 60 years or earlier if found medically unfit. Your date of birth already given by you in your application form would be treated as binding and final.
- 1 Your job is transferable and the Company reserves its right to require you to work in any shifts from any of its offices or client location, whether in India or Abroad.
- 1 Your employment is subject to the Company receiving satisfactory references from the references provided by you and (OPTIONAL) your successful pre-employment medical check-up.
- 1 Your salary/compensation details are strictly confidential between you and the Company. It should not be disclosed or discussed with any other person or official in the company or outside unless required for disclosure as per statutes.

Documents Required

Educational Certificates:

- A) SSC (Board of secondary education)
- B) 10+2 (Board of higher secondary)
- C) Graduation (Provisional Certificate, Consolidated Memo, University Certificate)
- D) Other Highest Qualification (Provisional Certificate, Consolidated Memo, University Certificate)

Employment Certificates

- A) Relieving Letter of all the previous employments
- B) Latest 3 months Pay Slips from last employer
- C) From 16 of Previous Financial Year from previous employer

Other Documents

- 1 Passport / ID Proof / Aadhar Card
- 1 Aadhar & Pan Card Copy is Mandatory for salary processing
- 1 4 Copies of passport size photographs
- 1 PF and UAN Details – Previous Employer
- 1 KYC details (Any 4 of the following 8 documents details required)
- 1 Bank Account (Any savings account)/ NPR / Passport / Driving License/ Voter ID Card/Ration Card / ESIC Card
- 1 Current Address proof.

Contact details

- 1 Mobile Number linked with Aadhaar
- 1 Person name and contact number for Emergency contact
- 1 At the time of joining employment, you shall sign and accept o Terms and conditions of employment


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

- 1 Employment, Invention and Confidential Information Agreement
- 1 The detailed list of job related accountabilities and work-related terms and conditions including the code of Ethics and detailed break of CTC would be provided along with the Appointment letter

PrimEra Medical Technologies Private Limited



Sridevi Menon

Associate Director - HR



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

To

Date: 12-05-2025

Mr. Divyanshu Bhandari,
Email: divyanshu.pm15@iihmr.in
Mob: +91 9720800310

Subject: Offer letter

Dear Mr. Divyanshu Bhandari,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of "Trainee- PMT- Marketing" in our company M/s Getwell Pharma India Pvt. Ltd. at HO- Gurugram.

You are requested to join on or before "15-May-2025" Thursday. Your compensation will be as discussed and the letter of appointment containing detailed terms and conditions of your employment will be issued to you at the time of your joining duty in the company. Your employment shall be subject to positive background verification, failing which your employment may be terminated without any notice.

Please report your duty at following address:

Getwell Group
715, Tower -A,
Emaar Digital Greens, Golf Course Extn. Road,
Sector- 61, Gurugram, Haryana

Further, please furnish the following certificates at the time of joining:

1. Educational Certificates
2. Address proof, ID Proof, Date of Birth proof and 3 Passport size Photograph.
3. Your previous companies Relieving & Experience Letter, Appointment Letters
4. Copy of resignation from your current employer
5. Salary Slip and Bank Statement (Last 3 months)
6. Medical Certificate issued by MBBS

Please confirm your acceptance by signing below and returning a copy of this letter. We look forward to an exciting and highly successful association with us.
Best wishes,

Getwell Group


Rakesh Dwivedi
Director


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

Getwell Pharma India Pvt. Ltd.

CIN : U24290DL2017PTC310791

Regd. Office: Flat No. 721, Sector 19 Pocket 3, Dwarka Sector-6, South West Delhi, Delhi-110075, INDIA

Corporate Office: 715, 7th Floor, Tower A, Emaar Digital Greens, Golf Course Ext. Road, Sector 61, Gurugram-122011, Haryana, INDIA

☎ : +91 124 4477 981/82 ✉ : info@getwelloncology.com 🌐 : www.getwelloncology.com

Manufacturing Facilities: **Unit-1:** Plot No. 474, Udyog Vihar, Phase-V, Gurugram-122016, Haryana, INDIA

Unit-2: Plot No. 381, Sector-3, Phase-IV, IMT Bawal-123501, Rewari, Haryana, INDIA

Placements

From: DIVYANSHU BHANDARI
Sent: 13 May 2025 14:39
To: Placements
Subject: Fw: Offer Letter- Mr. Divyanshu ||PMT- Marketing ||
Attachments: Divyanshu Bhandari- Trainee PMT (Marketing).pdf

Get [Outlook for Android](#)

From: Avantika Chauhan <avantika.chauhan@getwelloncology.com>
Sent: Monday, May 12, 2025 3:19:04 pm
To: DIVYANSHU BHANDARI <divyanshu.pm15@iihmr.in>
Subject: Offer Letter- Mr. Divyanshu ||PMT- Marketing ||

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. Divyanshu,

Greetings from Getwell!

We are pleased to share your offer letter for the position of **Trainee– PMT Marketing** at **Getwell Pharma India**, Head Office – Gurugram. Your approved annual salary is **INR 4.0 lakhs**.

Please find the formal offer letter attached for your reference.

Kindly accept and acknowledge the same.

Regards,
Avantika Chauhan
Sr. HR Executive
Getwell Pharma India Pvt. Ltd.

Western Trading Company,

611, Iscon Elegance, Near Circle P, Prahladnagar Garden, Satellite, Ahmedabad 380015.

Phone: +91-98250 06579 | +91-95372 44565

Offer Letter

February 22, 2025

Dear Yash Gadhiya,

We are pleased to inform you that you have been selected for the position of "Sales Executive" for our Ahmedabad Location.

You will be offered a salary package as described below:

1. 0 – 6 months: Probation period – Rs. 25,000/- per month.
2. After the first 6 months, we will discuss and set our sales expectations and targets and assign incentives accordingly.
3. After probation: Rs. 35,000/- per month
4. Security Amount: From the monthly salary, Rs. 5,000 will be deducted every month and will be paid back in full after the completion of 2 years of contract period.
5. As per our discussion, the starting date will be April 01, 2025 and the 2 year contract will end on March 31, 2027.
6. After March 31, 2027, we will review our contract terms and discuss about appraisal and future targets and expectations.

We are confident you will be a great asset to the company and will make significant contribution to its growth. Looking forward to a fruitful Association.

Congratulations and Welcome to Western Trading Company.

Regards,

For Western Trading Company,



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

Jaimin Joshi- Managing Director

Western Trading Company,

611, Iscon Elegance, Near Circle P, Prahladnagar Garden, Satellite, Ahmedabad 380015. Phone:
+91-98250 06579 | +91-95372 44565

Terms & Conditions of Employment:

These are certain regulations that the company follows however it is not restricted to only these terms. These terms are to be followed at all times. Any confusion regarding the same should be clarified with your reporting manager.

- **Working Hours:**

There would be 6 working days in a week Monday to Saturday and office timings are from 10am to 7pm. Working hours are subject to change and depends on the company's requirements. Week offs can be taken with the management's approval.

- **Notice Period:**

Your official notice period after resignation is of 30 Days. It starts after the acceptance of your resignation. And the acceptance shall be conveyed in writing via a letter or an e-mail.

- **Confidentiality Clause:**

You are supposed to maintain total confidentiality regarding any information regarding the products and services or marketing strategies or customer lists or any information that can help our competitors in any way. You are not supposed to disclose any information regarding new product to anyone outside the company. Doing so shall be considered an offence and strict action shall be taken accordingly.



Registrar

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



Impeerical Consulting (Pvt) Ltd.

CIN: U62099HRO23PTC116760

Date: February 6, 2025

To,
Mr. Deepesh Gaikwad
Email id: deepesh.pm15@iihmr.in
Phone No. 7678009565, 7021948022.

Address of Communication: 602/7, Amrut Aangan Phase-2, Parsik Nagar,
Kalwa west, Thane – 400605.

Subject: Offer of Employment for the Position of Research Associate at Impeerical Consulting (Pvt) Ltd.

Dear Mr. Deepaesh,

We are delighted to extend this formal offer of employment for the position of **Research Associate at Impeerical Consulting (Pvt) Ltd.**, Gurugram. After careful consideration of your qualifications and discussions during the interview process, we are confident that you will make a valuable contribution to our organization.

1. Employment Terms

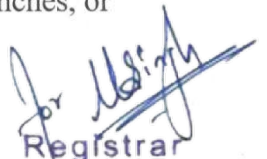
- **Joining Date:** Your date of joining shall be on or before **April 01, 2025**. Kindly inform us in writing of your confirmed joining date.
- **Probation Period:** You will be on probation for a period of **six (6) months** from your date of joining. Upon satisfactory completion of this period, your services may be confirmed in writing.

2. Compensation Structure

Your total **Annual Cost to Company (CTC)** will be **INR 6,60,000/- (Rupees. Six Lakhs and Sixty Thousand Only)**. The detailed salary structure will be provided upon joining. Taxes will be applicable as per the Income Tax Act, 1961 and will be deducted at source.

3. Place of Reporting

You will be currently working from Home and your reporting office would be Delhi. Company may take decisions to call you to the corporate office Delhi at any given point of time without any notice on account of work demand and criticality of work. The work from home may be withdrawn with a notice to resume office any given point in time. However, the company reserves the right to transfer you to any of its current or future establishments, branches, or affiliates.


Registrar

You may advised to resume field work based on the requirements at any point of time without notice.

4. Employment Conditions

This offer is subject to the following conditions:

- Submission of original and verified copies of educational certificates, identity proofs, address proofs, and employment documents as listed below:
 - Copy of PAN Card and Aadhar Card
 - Address Proof
 - Two (2) Passport-sized Photographs
 - Complete Educational Certificates
 - Two (2) References (One Personal, One Professional)
 - Appointment Letter and Last Three (3) Months Salary Slips from the previous employer
 - Relieving or Experience Letter from the previous employer

5. Document Verification and Employment Termination Clause

This offer is made based on the information provided by you during the recruitment process. If, at any point, it is discovered that any information shared is false, misleading, or incomplete, or if any material fact has been concealed, the company reserves the right to **terminate your employment immediately without notice**.

6. Termination of Employment

During the probation period, either party may terminate the employment by giving **60 days written notice or salary in lieu thereof**, subject to company discretion.

7. Confidentiality and Compliance

Upon joining, you will be required to adhere to the company's confidentiality, data protection, and non-compete policies as outlined in the detailed appointment letter.

You are required to maintain the confidentiality of your salary, remuneration, and other employment benefits. During the tenure of your employment with Impeerical Consulting (Pvt.) Ltd. and thereafter, you shall not disclose or discuss your compensation details, including but not limited to salary, bonuses, and benefits, with any colleague, employee, or third party without prior written consent from the management, except as required by law. Violation of this clause may result in disciplinary action, up to and including termination of employment.

Kindly confirm your acceptance of this offer by signing and returning a copy of this letter within **48 hours** of receipt. Failure to respond within the stipulated period will render this offer void.

For the Candidate

Name: _____

Date: _____

Place: _____

(Signature)

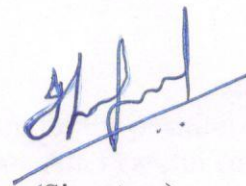
For Impeerical Consulting (Pvt.) Ltd

Name: Ms. Ila Rout

Date: February 06, 2025

Place: New Delhi

Designation: Director



(Signature)





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

25/10/2024

Ref. No: - OL/CRPL/24-25

**TO,
MS. PRINSI GANGURDE
NASHIK,
MAHARASHTRA**

Dear Ms. Prinsi,

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.

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.

**MAX D'SOUZA
VICE PRESIDENT – HUMAN RESOURCE**

- 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.
- 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.
- You will not be eligible for prorata base increment for the year 2024.
- 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

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

Ramavatar Saini

From: Nutan Mishra <nutanm@coronaremedies.com>
Sent: 28 October 2024 12:46
To: N Satheeshkanna; Vinod Tejawani
Cc: Max D'Souza; Bhaven Shah; Anita Thapa; Bhaven Shah; Vishva Dave
Subject: Congratulations to All Offered Students- IIHMR Jaipur
Attachments: Offer Letter - Harshawardhan Nalwadey.pdf; offer letter- Ruchila Fating.pdf; offer letter- Prinsi Gangurde.pdf; offer letter- Soham Mirani.pdf; IIHMR CTC Breakup.pdf; Offer Letter - Ms. Binali Contractor.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

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Dear Satheesh,

Congratulations to all the students who have been offered positions with us!

We are pleased to attach the offer letters for your reference.

Ms. Binali Contractor has been offered the position of **Trainee Analyst - Supply Chain Management (SCM)**. She is required to join us on or before **1st January 2025**.

A few important points to note:

- **Joining Date:** The students will be joining CORONA on **1st August 2025**.
- **Initial Training:** For the first 6 months, it is essential for them to work in the field and gain practical experience.
- **Requirements:** Each candidate will need to have their own two-wheeler for city-based fieldwork.

Students Name	DOJ
Ms. Ruchila Fating	1st August 2025.
Mr. Soham Mirani	1st August 2025.
Ms. Prinsi Gangurde	1st August 2025.
Mr. Harshwardhan Nalwadey	1st August 2025.

Please let us know if you have any questions or need further assistance.

Best regards,

Nutan Patel
Senior Manager - Corporate HR


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

**CORONA Remedies Private Limited**

CORONA HOUSE, "C", Mondeal Business Park,
Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: +91 9727443532

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

Sent: 24 October 2024 11:39

To: Nutan Mishra <nutanm@coronaremedies.com>

Cc: Max D'Souza <maxd@coronaremedies.com>; Bhaven Shah <bhavens@coronaremedies.com>; Vinod Tejawani <vinodtejawani@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>

Subject: Re: Final List of Candidates for Interview at CORONA Remedies HO & Reimbursement for 3-Tier AC Travel Fare

Dear Ma'am,

Greetings!!!

As desired, I would like to share the students travel plan with this mail for your kind perusal. Also, We have asked the students to report at your esteemed organization at 10:00 AM tomorrow.

This is for your kind information.

Students Name	Train No. and Name	Depature	Arrival
Ms. Ruchila Fating	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Mr. Soham Mirani	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Ms. Prinsi Gangurde	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Ms. Shefali Karmore	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Mr. Hashmukh Chaudhary	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Mr. Harshwardhan Nalwadey	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Ms. Sakshi Zod	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Ms. Purva Pandya	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Ms. Vinamrata Shetty	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm

Thanks & Regards,



N. Satheeshkanna,
Manager - Placements

[Signature]
Registrar

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



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

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

From: Nutan Mishra <nutanm@coronaremedies.com>

Sent: 21 October 2024 17:42

To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

Cc: Max D'Souza <maxd@coronaremedies.com>; Anita Thapa <anitathapa@iihmr.edu.in>; Bhaven Shah <bhavens@coronaremedies.com>

Subject: RE: Final List of Candidates for Interview at CORONA Remedies HO & Reimbursement for 3-Tier AC Travel Fare

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Dear Satheesh

As per our previous discussions, we are pleased to inform you that CORONA remedies will be providing reimbursement for 3-tier AC travel fare for your journey to and from.

Please follow the steps below for the reimbursement process:

1. Kindly retain the original tickets or e-tickets for both the onward and return journeys.
2. Submit the travel fare receipts within [2 days] after completing the journey.
3. Ensure the documents are sent to HR for processing.

If you have any questions or need further clarification, feel free to reach out to us at [9727443532].

We look forward to welcoming you soon!

Best Regards,

Nutan Patel

Senior Manager - Corporate HR



CORONA Remedies Private Limited

CORONA HOUSE, "C", Mondeal Business Park,
Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: +91 9727443532

From: Nutan Mishra

Sent: 21 October 2024 17:28

To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

Cc: Max D'Souza <maxd@coronaremedies.com>; Anita Thapa <anitathapa@iihmr.edu.in>; Bhaven Shah <bhavens@coronaremedies.com>

Subject: Final List of Candidates for Interview at CORONA Remedies HO

[Signature]
Registrar

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

Dear Satheesh,

Please find below the final list of shortlisted candidates. We kindly request you to arrange for them to come to our Head Office for the final interview and discussion.

Candidate List:

1. Ms. Ruchila Fating
2. Mr. Soham Mirani
3. Ms. Prinsi Gangurde
4. Ms. Shefali Karmore
5. Mr. Hashmukh Chaudhary
6. Mr. Harshwardhan Nalwadey
7. Ms. Sakshi Zod
8. Ms. Purva Pandya
9. Ms. Vinamrata Shetty

Date: 25th October 2024 (Friday)

Venue:

CORONA Remedies Pvt. Ltd.
T, C, S Mondeal Business Park
Near Gurudwara, Thaltej, Ahmedabad

Contact Person:

Ms. Nutan Patel – +91 97274 43532

Please let me know if you require any further details.

Thank you!

Best regards,

Nutan Patel

Senior Manager - Corporate HR



CORONA Remedies Private Limited

CORONA HOUSE, "C", Mondeal Business Park,
Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: +91 9727443532

From: Nutan Mishra

Sent: 17 October 2024 13:03

To: 'Vinod Tejwani' <vinodtejwani@iihmr.edu.in>; 'N Satheeshkanna' <satheeshkanna@iihmr.edu.in>

Cc: Max D'Souza <maxd@coronaremedies.com>; 'Anita Thapa' <anitathapa@iihmr.edu.in>

Subject: Travel Plan and Orientation Schedule for Jaipur Visit

Dear Satheesh,

Please find below the travel plan and orientation schedule for our upcoming visit to Jaipur:

Orientation Session:

- **Date:** 18th October 2024
- **Time:** 09:30 am (sharp)
- **Venue:** Classroom seating
- **Agenda:**
 - Formation and announcement of groups in the classroom.
 - **Process:**
 1. **Aptitude Test:** To be conducted in the classroom.
 2. **Group Photo :** with the students
 3. **First Round (Project Making):** 45 minutes will be allocated for project making, followed by 15 minutes for presentation.
 4. **Second Round (PI):** Personal Interviews.

Attendees:

- **18th October 2024 at Jaipur (tkts attached)**
 - Ms. Richa Shah – Sr. Manager, Corporate Strategy
 - Ms. Nutan Patel – Sr. Manager, Corporate HR
- **19th October 2024 at Jaipur:**
 - Mr. Anshul Satija – AVP, Sales and Marketing

Travel Plan:

- **Departure:** 18th October 2024 at 18:00 hrs to Jaipur (Richa Shah and Nutan Patel)
- **Return:** 19th October 2024 at 22:45 hrs from Jaipur to Ahmedabad (Richa Shah, Nutan Patel, Anshul Satija)

Return Travel Details:

- **19th October 2024:** Our return flight is scheduled for 22:45 hrs, and we aim to reach the airport by 21:00 hrs.

Please let me know if you need any additional information.



Best Regards

Nutan Patel

Senior Manager -Corporate HR

Tel: 079- 40233000 Extn : 254

Mobile: +91 9727443532

Email : nutanm@coronaremedies.com



<https://www.linkedin.com/in/nutan-patel-71b63a7/>

At CORONA REMEDIES it's not Human Resources but Resourceful Humans

Hormones: Tabs, Soft Gel Caps, Gel, Cream, Ointments
General OSD: Tabs, Cap, Tab in cap, Tab+granules in a Cap
General Effervescent: Effer tabs, Effer granules/ Powder in sachets
Others: Nutraceuticals, Oral Liquid/Syrups

From: Nutan Mishra

Sent: 25 September 2024 11:04

To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

Cc: Max D'Souza <maxd@coronaremedies.com>; Anita Thapa <anitathapa@iihmr.edu.in>

Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

Dear Sir

A slight change in the date we have rescheduled the dates to **19th October 2024 .**

Nutan Patel

Senior Manager - Corporate HR



CORONA Remedies Private Limited

CORONA HOUSE, "C", Mondeal Business Park,

Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: +91 9727443532



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

Sent: 23 September 2024 19:15

To: Nutan Mishra <nutanm@coronaremedies.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

for Mishra
Registrar

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

Cc: Max D'Souza <maxd@coronaremedies.com>; Anita Thapa <anitathapa@iihmr.edu.in>

Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

Dear Madam,

Thanks a lot. We will share the JD with students and will share the list of interested candidates with you shortly.

We are also blocking the Calander for 05th October 2024 to welcome team Corona Remedies.

Dear @N Satheeshkanna please take it forward with students and share the list of interested candidates.

With Regards,



Vinod Tejawani
Dean- Placements & Alumni Relations

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

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

M: +91 9891393008, 9929754987

P: +91 141 3924700 (213)

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

From: Nutan Mishra <nutanm@coronaremedies.com>

Sent: Monday, September 23, 2024 7:10 PM

To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>

Cc: Max D'Souza <maxd@coronaremedies.com>

Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

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

Dear Vinod Ji,

We kindly request you to share a list of Students who you believe would be interested in the opportunity we have to offer. Once we receive the list, we plan to organize a screening process at our campus. During this event, the Students will be given a small assignment to assess their skills and abilities.

Following the group assignment, we have planned one-on-one personal interviews with the candidates. For this, we have assembled a panel of experienced professionals who will be conducting the interviews:

- Ms. Richa Shah – Sr. Manager Corporate Strategy
- Ms. Nutan Patel – Sr. Manager Corporate HR

The selection process will be based on the candidates' performance in the group assignment as well as their performance in the personal interview. We believe this comprehensive evaluation will help us identify the most suitable candidates for the position.

After the campus screening and personal interviews, the final shortlisted candidates will be invited to our Head Office for further discussions regarding the role, as well as salary negotiations.

We appreciate your support and assistance in this crucial hiring process. Please feel free to reach out if you need any further information or if you have any questions. We are looking forward to collaborating with you to identify the best talent for our organization.

Thank you for your cooperation.

COMPANY PROFILE

I trust this email finds you in good health.

On behalf of Corona Remedies Private Limited, I extend my heartfelt gratitude for the invitation to the IIHMR University campus hiring event scheduled for **05th Oct 2024**.

We are enthusiastic about participating in the event and engaging with the talented students of IIHMR University. At Corona Remedies, we take immense pride in our innovative work culture and the unique concept of "Care for Coronates," which has propelled us to the forefront of the pharmaceutical industry. With a team of over 4200 talented professionals, we have not only witnessed growth but have also made significant contributions to the industry.

We are specifically looking to recruit skilled individuals for our Corporate Strategy Team, particularly for the position of Management Trainee. This role involves working on diverse Corporate Projects related to Digital Marketing, Market Research, Medico-Marketing, and Brand Management. We are seeking candidates with strong analytical skills, a passion for Medico-Marketing and Corporate Strategy, as well as exceptional interpersonal and communication skills.

Position: Management Trainee – Corporate Strategy Team

Qualification: M.Pharma/M.B.A or B.Pharma/M.B.A

Job Location: Ahmedabad

CTC Range: Up to 5.50 LPA

Job Responsibilities:

- Analyse and share reports on business audit for targeted therapy & brand
- Conduct market understanding, competition mapping, targeting, and segmentation exercises for brand planning
- Develop creative marketing communication in line with product positioning & communication objectives
- Coordinate with partners to identify gaps and execute marketing strategies
- Conduct various digital promotion activities, including Virtual CMEs and Social Media Engagement
- Provide Medico-Marketing Training, conduct CME/RTM/Webinars as needed
- Understand the molecule from a medical perspective, identify differentiation points vs competitors, review newer studies published
- Assist & Co-ordinate with Medical/Marketing team for certain projects on a need basis

Our team is eager to join the campus placement event on 07th November 2023, starting from 10:30 AM onwards. We are excited about the prospect of meeting the promising students of IIHMR University who share our commitment to innovation and excellence.

Once again, thank you for extending this invitation to us. If you require any additional information or have any queries, please do not hesitate to reach out. We are looking forward to a fruitful and engaging event.

Nutan Patel
Senior Manager - Corporate HR



CORONA Remedies Private Limited

CORONA HOUSE, "C", Mondeal Business Park,
Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: +91 9727443532



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

Sent: 23 September 2024 19:05

To: Nutan Mishra <nutanm@coronaremedies.com>

Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_ IIHMR University, Jaipur

Dear Madam,

We welcome team Corona Remedies to IIHMR University Jaipur .

Request you to share the JD along with tentative dates so that we can block the Calander and share the JD with stduents for nomination.

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: Nutan Mishra <nutanm@coronaremedies.com>

Sent: Monday, September 23, 2024 6:53 PM

To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>

Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

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We are planning to come in 1 week of Oct 2024

Nutan Patel

Senior Manager - Corporate HR



CORONA Remedies Private Limited

CORONA HOUSE, "C", Mondeal Business Park,

Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: +91 9727443532



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

Sent: 23 September 2024 18:51

To: Nutan Mishra <nutanm@coronaremedies.com>

Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Nutan,

Greetings from IIHMR University Jaipur!

At the outset let me thank you and team Corona Remedies for your always support.

On behalf of **IIHMR University, Jaipur**, I am pleased to extend a cordial invitation to you and your esteemed organization to visit our campus for the recruitment of the **MBA Batch 2023-25**.

At IIHMR University Jaipur, we offer specialized MBA programs in:

- **Hospital and Health Management**
- **Pharmaceutical Management**
- **Development Management**
- **Health Analytics (1st Year)**

Our university is dedicated to nurturing professionals who embody excellence, compassion, and a commitment to society. We focus on shaping young minds with the vision to empower themselves and others, providing them with a strong foundation in both theoretical and practical knowledge.

Enclosed with this email is a copy of the **Batch Demography, Course Details** for your kind consideration.

To facilitate the process, we kindly request you to share the below required details for the Final Placements, including:

• Job Description	
• Job Location	
• Eligible Streams	
• Total Vacancies	
• CTC Offered	
• Selection Process	
• Campus Recruitment Date	

We look forward to the possibility of strengthening our relationship with your esteemed organization and hosting you during our Placement season this year. We are excited about the opportunity to form a lasting association through our Campus Recruitment Program (2023-25 batch).

Please feel free to reach out if you need any further information or assistance. I will be happy to assist

With Regards,



Vinod Tejwani

Dean- Placements & Alumni Relations

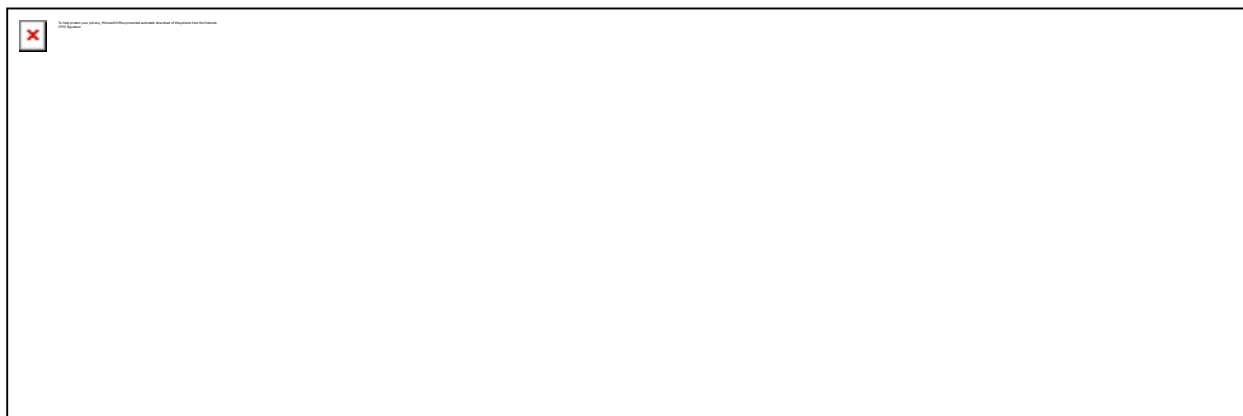
A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029

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

M: +91 9891393008, 9929754987

P: +91 141 3924700 (213)

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

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Dt: 20.05.2025

To,
Mr. Aniket Raju Gavhane
S/O Raju Gavhane,
AT. Mhalasapur post,
Bhankheda, Mahalsapur,
Bhankheda, Hingoli,
Maharashtra 431542.

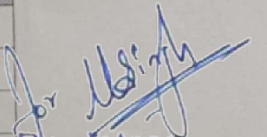
Sub: OFFER LETTER

Dear Mr. Aniket Raju Gavhane,

With reference to the interview you had with us; we are pleased to offer you Salary as per the details given below:

Designation : Territory Sales Executive
Grade : G1
Reporting Personnel : Mr. Nitin Marshetwar (Dy RSM)
Head Quarter : Nagpur
Probation Period : 06 Month from Appointment Date
Notice Period : 01 Months

CTC Components	Monthly	Yearly
Basic	13,400	1,60,800
Miscellaneous Allowance	8,040	96,480
HRA	5,360	64,320
Gross Salary	26,800	3,21,600
Employer PF Contribution	1,800	21,600
Bonus*		16,800
Total CTC		3,60,000
Deduction		
Employee Fixed Contribution		
Employee PF Contribution	1,800	21,600
Profession Tax		2,500
Total Deduction		24,100


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

HD & Admin Office: Raman and Weil Pvt. Ltd., 36 / 37, 3rd Floor, Mittal Chambers, Opp. Inox Theatre, Nariman Point, Mumbai-400 021 (Maharashtra, India)
Email: sales@ramanweil.com | **Website:** www.ramanweil.com | **Phone Numbers:** 22049164/22049527/22856397 | **CIN :-** U 24200MH1988PTC048181

Factory:

- Unit I Plot No. A 2/12, Daman Industrial Estate, Somnath Road, Village Dabhel, Daman - 396 210 (UT)
- Unit II FS, G-3,4,5 Chirag Industrial Complex, Somnath Road, Village-Dabhel, Daman-396 210. (UT)
- Unit III : Plot No. 24-B, H. No. 300/K-3, GOA I.D.C. Somnath Road, Village Dabhel, Daman - 396 210. (UT)
- Unit TRD, G-14, Ground Floor, Chirag Industrial Complex, Somnath Road, Village-Dabhel, Daman-396 210. (UT)

Tel.: (0260) 2243877
Tel.: (0260) 2242677
Tel.: (0260) 2240877
Tel.: (0260) 2242677

[2]

Allowances:

HQ Allowance	: Rs. 250/- Per day
Ex Allowance	: Rs. 350/- Per day
Out Allowance	: Rs. 1,500/ Per day
Mobile	: On Actual Submission
Ticket	: Rs. 1,000/- Per Trip
Car / Bike	: Rs. 2.5 per KM upto HQ-50 KM & EX -100 KM

All the Allowances will be subject to actual submission of supporting documents

You will be entitled to Bonus, Gratuity, Leave, Medical Insurance policy as per our Company's rule.

Bonus* Applicable after Confirmation & as per the company Norms. Bonus Payable at Yearly basis.

Sales Incentive will be Paid Separately & based on Sales Target Achievement as per the Company Norms.

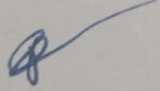
Other terms will be, as per the Company's policies.

You are requested to sign & return the duplicate copy of this letter as a token of acknowledgement

Your date of joining will be from 26/05/2025

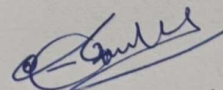
Thanking You,

Yours Faithfully,
For RAMAN & WEIL PVT. LTD.

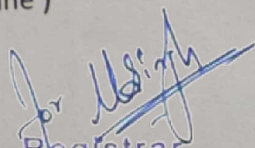


Authorized Signatory

I do hereby accept and agree to abide by
the above mention terms and conditions.



(Mr. Aniket Raju Gavhane)


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

HD & Admin Office: Raman and Weil Pvt. Ltd., 36 / 37, 3rd Floor, Mittal Chambers, Opp. Inox Theatre, Nariman Point, Mumbai-400 0021 Maharashtra, India
Email: sales@ramanweil.com | **Website:** www.ramanweil.com | **Phone Numbers:** 22049164/22049527/22856397 | **CIN :-** U 24200MH1988PTC048181

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- Unit II FS, G-3.4.5 Chirag Industrial Complex, Somnath Road, Village-Dabhel, Daman-396 210. (UT)
- Unit III : Plot No. 24-B, H. No. 300/K-3, GOA I.D.C. Somnath Road, Village Dabhel, Daman - 396 210. (UT)
- Unit TRD, G-14. Ground Floor, Chirag Industrial Complex, Somnath Road, Village-Dabhel, Daman-396 210. (UT)

Tel.: (0260) 2243877
Tel.: (0260) 2242677
Tel.: (0260) 2240877
Tel.: (0260) 2242677

Sakshi Pawar

From: Seth, Mansi <mansi.seth2@iqvia.com>
Sent: 15 October 2024 07:17 PM
To: Vinod Tejwani; Srivastava, Prakhar
Cc: Akbar, Siddiq; N Satheeshkanna; Anita Thapa
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

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Hi Mr. Vinod,

Please find the list of final selects.

User Name	Email id (Invited)
Shikha Sharma	shikha.hm28@iihmr.in
Naina Soni	naina.pm15@iihmr.in
Shayna Shayna	shayna.pm15@iihmr.in
Varsha Mittal	varsha.pm15@iihmr.in
Simran Randhawa	Simranrandhawa.hm28@iihmr.in
Shruti Shukla	shruti.pm15@iihmr.in
Jainam Kothari	jainam.pm15@iihmr.in
Dr. Bhavika Vidhwani	bhavika.hm28@iihmr.in
Ashutosh Kumar Gupta	ashutoshgupta.pm15@iihmr.in
Simran Chandwani	simranchandwani.hm28@iihmr.in
Gyanendra Tripathi	gyanendra.pm15@iihmr.in
Tanvi Singhvi	tanvisinghvi.hm28@iihmr.in
Anushree Rai	anushree.pm15@iihmr.in
Anjali Purohit	anjali.hm28@iihmr.in
Abhishek Panwar	abhishekanwar.hm28@iihmr.in
Arnab Basak	arnab.hm28@iihmr.in
Anurag Chakraborty	anurag.hm28@iihmr.in
Deepanshu Yadav	deepanshu.pm15@iihmr.in
Richa Singh	richa.hm28@iihmr.in
Ajit Sumbe	ajit.hm28@iihmr.in

Regards,
Mansi Seth

From: Seth, Mansi
Sent: Tuesday, October 15, 2024 3:23 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Srivastava, Prakhar <prakhar.srivastava@iqvia.com>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitatapha@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Hi Mr. Vinod,

Please find the shortlisted list so far. We can have more addition.

User Name	Email id (Invited)	Hiring Panel	Day	Timeslot	Mode	Final Status	HR Round
Shikha Sharma	shikha.hm28@iihmr.in	Salaka Singh	Tuesday	12:00 - 12:30 PM	Virtual	Select	Siddiq Akbar
Naina Soni	naina.pm15@iihmr.in	Kamlesh Kumar Bal	Tuesday	12:30 - 01:00 PM	Virtual	Select	Siddiq Akbar
Shayna Shayna	shayna.pm15@iihmr.in	Salaka Singh	Tuesday	12:30 - 01:00 PM	Virtual	Select	Siddiq Akbar
Shilpa Mitra	shilpa.hm28@iihmr.in	Kamlesh Kumar Bal	Tuesday	01:00 - 01:30 PM	Virtual	Select	Siddiq Akbar
Varsha Mittal	varsha.pm15@iihmr.in	Kamlesh Kumar Bal	Tuesday	01:30 - 02:00 PM	Virtual	Select	Siddiq Akbar
Simran Randhawa	Simranrandhawa.hm28@iihmr.in	Nithin Krishnan	Tuesday	12:00 - 12:30 PM	Virtual	Select	Siddiq Akbar
Shruti Shukla	shruti.pm15@iihmr.in	Kumaran Viswanathan	Tuesday	01:00 - 01:30 PM	Virtual	Select	Siddiq Akbar
Jainam Kothari	jainam.pm15@iihmr.in	Dipty Mansingh	Tuesday	12:30 - 01:00 PM	Virtual	Select	Siddiq Akbar
Dr. Bhavika Vidhwani	bhavika.hm28@iihmr.in	Saurabh Tyagi	Tuesday	01:00 - 01:30 PM	Virtual	Select	Siddiq Akbar
Ashutosh Kumar Gupta	ashutoshgupta.pm15@iihmr.in	Kamlesh Kumar Bal	Tuesday	12:00 - 12:30 PM	Virtual	Select	Mansi Seth
Simran Chandwani	simranchandwani.hm28@iihmr.in	Sonia Mathur	Tuesday	12:00 - 12:30 PM	In Person	Select	Mansi Seth
Gyanendra Tripathi	gyanendra.pm15@iihmr.in	Monalisa Singh	Tuesday	12:00 - 12:30 PM	Virtual	Select	Mansi Seth
Tanvi Singhvi	tanvisinghvi.hm28@iihmr.in	Rohit Bansal	Tuesday	12:00 - 12:30 PM	Virtual	Select	Mansi Seth
Anushree Rai	anushree.pm15@iihmr.in	Sadaf Amir	Tuesday	01:00 - 01:30 PM	Virtual	Select	Mansi Seth
Amiya Kumar Palauri	amiya.pm15@iihmr.in	Rohit Bansal	Tuesday	01:00 - 01:30 PM	Virtual	Select	Mansi Seth
Anjali Purohit	anjali.hm28@iihmr.in	Sonia Mathur	Tuesday	01:30 - 02:00 PM	In Person	Select	Mansi Seth
Abhishek Panwar	abhishekanwar.hm28@iihmr.in	Dipty Mansingh	Tuesday	12:00 - 12:30 PM	Virtual	Select	Mansi Seth
Arnab Basak	arnab.hm28@iihmr.in	Saurabh Tyagi	Tuesday	12:30 - 01:00 PM	Virtual	Select	Mansi Seth

Regards,
Mansi Seth

From: Seth, Mansi
Sent: Tuesday, October 15, 2024 11:06 AM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Srivastava, Prakhar <prakhar.srivastava@iqvia.com>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitatapha@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Hi Mr. Vinod,

Further to our discussion, please find the list of candidates with the mode of the interview.

User Name	Email id (Invited)	Hiring Panel	Day	Timeslot	Mode
Ashutosh Kumar Gupta	ashutoshgupta.pm15@iihmr.in	Kamlesh Kumar Bal	Tuesday	12:00 - 12:30 PM	Virtual
Shikha Sharma	shikha.hm28@iihmr.in	Salaka Singh	Tuesday	12:00 - 12:30 PM	Virtual
Naina Soni	naina.pm15@iihmr.in	Kamlesh Kumar Bal	Tuesday	12:30 - 01:00 PM	Virtual
Shayna Shayna	shayna.pm15@iihmr.in	Salaka Singh	Tuesday	12:30 - 01:00 PM	Virtual
Shilpa Mitra	shilpa.hm28@iihmr.in	Kamlesh Kumar Bal	Tuesday	01:00 - 01:30 PM	Virtual
Sanjay Sahu	sanjay.hm28@iihmr.in	Salaka Singh	Tuesday	01:00 - 01:30 PM	Virtual
Varsha Mittal	varsha.pm15@iihmr.in	Kamlesh Kumar Bal	Tuesday	01:30 - 02:00 PM	Virtual
Kratika Naruka Kratika	kratika.hm28@iihmr.in	Kumaran Viswanathan	Tuesday	12:00 - 12:30 PM	Virtual
Ashutosh Kaurav	ashutoshkaurav.pm15@iihmr.in	Tarun Kumar Agarwal	Tuesday	12:00 - 12:30 PM	Virtual
Nidhi Sharma	nidhisharma.hm28@iihmr.in	Pankaj Kumar	Tuesday	12:00 - 12:30 PM	Virtual
Simran Randhawa	Simranrandhawa.hm28@iihmr.in	Nithin Krishnan	Tuesday	12:00 - 12:30 PM	Virtual
Gursimran Kaur	gursimran.hm28@iihmr.in	Kumaran Viswanathan	Tuesday	12:30 - 01:00 PM	Virtual
Shivani Mistry	shivanimistry.hm28@iihmr.in	Tarun Kumar Agarwal	Tuesday	12:30 - 01:00 PM	Virtual
Sakshi Arun Zod	Sakshizod.pm15@iihmr.in	Pankaj Kumar	Tuesday	12:30 - 01:00 PM	Virtual
Gavhane Aniket Raju	gavhane.pm15@iihmr.in	Nithin Krishnan	Tuesday	12:30 - 01:00 PM	Virtual
Shruti Shukla	shruti.pm15@iihmr.in	Kumaran Viswanathan	Tuesday	01:00 - 01:30 PM	Virtual
Simran Chandwani	simranchandwani.hm28@iihmr.in	Sonia Mathur	Tuesday	12:00 - 12:30 PM	In Person


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

Gyanendra Tripathi	gyanendra.pm15@iihmr.in	Monalisa Singh	Tuesday	12:00 - 12:30 PM	Virtual
Yash Chouhan Rakesh Chouhan	yashchouhan.pm15@iihmr.in	Sadaf Amir	Tuesday	12:00 - 12:30 PM	Virtual
Tanvi Singhvi	tanvisinghvi.hm28@iihmr.in	Rohit Bansal	Tuesday	12:00 - 12:30 PM	Virtual
Anurag Chakraborty	anurag.hm28@iihmr.in	Sonia Mathur	Tuesday	12:30 - 01:00 PM	In Person
Ila Gupta	ila.hm28@iihmr.in	Monalisa Singh	Tuesday	12:30 - 01:00 PM	Virtual
Bhawana Prakash Naware	bhawana.hm28@iihmr.in	Sadaf Amir	Tuesday	12:30 - 01:00 PM	Virtual
Riya Shekhawat Riya	riyashekhawat.hm28@iihmr.in	Rohit Bansal	Tuesday	12:30 - 01:00 PM	Virtual
Akshat Sharma	akshat.dm3@iihmr.in	Sonia Mathur	Tuesday	01:00 - 01:30 PM	In Person
Shalini Gurjar	shalinigurjar.hm28@iihmr.in	Sonia Mathur	Tuesday	01:00 - 01:30 PM	In Person
Anushree Rai	anushree.pm15@iihmr.in	Sadaf Amir	Tuesday	01:00 - 01:30 PM	Virtual
Amiya Kumar Palauri	amiya.pm15@iihmr.in	Rohit Bansal	Tuesday	01:00 - 01:30 PM	Virtual
Anjali Purohit	anjali.hm28@iihmr.in	Sonia Mathur	Tuesday	01:30 - 02:00 PM	In Person
Deepanshu Yadav	deepanshu.pm15@iihmr.in	Sonia Mathur	Tuesday	01:30 - 02:00 PM	In Person
Richa Singh	richa.hm28@iihmr.in	Sadaf Amir	Tuesday	01:30 - 02:00 PM	Virtual
Sarita	sarita.hm28@iihmr.in	Shashwat Singh	Tuesday	12:00 - 12:30 PM	Virtual
Prachi Pandey	prachi.pm15@iihmr.in	Saurabh Tyagi	Tuesday	12:00 - 12:30 PM	Virtual
Abhishek Panwar	abhishekanwar.hm28@iihmr.in	Dipty Mansingh	Tuesday	12:00 - 12:30 PM	Virtual
Anshuman Singh	anshuman.pm15@iihmr.in	Ankita Tanwar	Tuesday	12:00 - 12:30 PM	Virtual
Amey Sharma	amey.hm28@iihmr.in	Shashwat Singh	Tuesday	12:30 - 01:00 PM	Virtual
Jainam Kothari	jainam.pm15@iihmr.in	Dipty Mansingh	Tuesday	12:30 - 01:00 PM	Virtual
Ajit Sumbe	ajit.hm28@iihmr.in	Ankita Tanwar	Tuesday	12:30 - 01:00 PM	Virtual
Vaishnavi Soni Subhash Chand Soni	vaishnavisoni.hm28@iihmr.in	Shashwat Singh	Tuesday	01:00 - 01:30 PM	Virtual
Dr. Bhavika Vidhwani	bhavika.hm28@iihmr.in	Saurabh Tyagi	Tuesday	01:00 - 01:30 PM	Virtual
Taniya Singh Butolia	taniya.hm28@iihmr.in	Dipty Mansingh	Tuesday	01:00 - 01:30 PM	Virtual
Arnab Basak	arnab.hm28@iihmr.in	Saurabh Tyagi	Tuesday	12:30 - 01:00 PM	Virtual

Regards,
Mansi Seth

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: Friday, October 11, 2024 4:18 PM
To: Srivastava, Prakhar <prakhar.srivastava@iqvia.com>; Seth, Mansi <mansi.seth2@iqvia.com>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

Sure.

Noted

Sent from [Outlook for Android](#)

From: Srivastava, Prakhar <prakhar.srivastava@iqvia.com>
Sent: Friday, October 11, 2024 4:08:04 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Seth, Mansi <mansi.seth2@iqvia.com>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

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Hi Vinod

Please add below three candidate for the process

Shruti Shukla	shruti.pm15@iihmr.in
Richa Singh	richa.hm28@iihmr.in
Arnab Basak	arnab.hm28@iihmr.in

Regards,

Prakhar Srivastava

Early Talent Team



Join our [Talent Network](#)

M: +91 - 9536905223 | E: prakhar.srivastava@iqvia.com



From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: Friday, October 11, 2024 3:05 PM
To: Seth, Mansi <mansi.seth2@iqvia.com>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; Srivastava, Prakhar <prakhar.srivastava@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

Dear Ms Mansi,

As discussed, Just wanted to updated that 3 students in the shortlisted list are placed yesterday with some organisation . Anika Nehra ,Raktima Kerni, Uttara Jangade. So they will not be a part of the process.

Request, if you can all other candidates in place of above 3 candidates.

Regards,
Vinod

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

From: Seth, Mansi <mansi.seth2@iqvia.com>
Sent: Thursday, October 10, 2024 12:23:06 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; Srivastava, Prakhar <prakhar.srivastava@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

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Hi Mr. Vinod,

Further to our discussion on call yesterday, please find the shortlist for interview attached below.

Name (Invited)	Email id (Invited)
Shikha Sharma	shikha.hm28@iihmr.in
Ajit Sumbe	ajit.hm28@iihmr.in
Amiya Kumar Palauri	amiya.pm15@iihmr.in
Shilpa Mitra	shilpa.hm28@iihmr.in
Gavhane Aniket Raju	gavhane.pm15@iihmr.in
Anjali Purohit	anjali.hm28@iihmr.in
Sarita .	sarita.hm28@iihmr.in
Shayna Shayna	shayna.pm15@iihmr.in
Abhishek Panwar	abhishekpanwar.hm28@iihmr.in
Ila Gupta	ila.hm28@iihmr.in
Akshat Sharma	akshat.dm3@iihmr.in
Deepanshu Yadav	deepanshu.pm15@iihmr.in
Naina Soni	naina.pm15@iihmr.in
Amey Sharma	amey.hm28@iihmr.in
Tanvi Singhvi	tanvisinghvi.hm28@iihmr.in
Anshuman Singh	anshuman.pm15@iihmr.in
Vaishnavi Soni Subhash Chand Soni	vaishnavisoni.hm28@iihmr.in
Nidhi Sharma	nidhisharma.hm28@iihmr.in
Gyanendra Tripathi	gyanendra.pm15@iihmr.in
Shivani Mistry	shivanimistry.hm28@iihmr.in
Gursimran Kaur	gursimran.hm28@iihmr.in
Kratika Naruka Kratika	kratika.hm28@iihmr.in
Riya Shekhawat Riya	riyashekhawat.hm28@iihmr.in
Sakshi Arun Zod	Sakshizod.pm15@iihmr.in
Ashutosh Kumar Gupta	ashutoshgupta.pm15@iihmr.in
ANIKA NEHRA	anika.hm28@iihmr.in
Raktima Kerni	raktima.hm28@iihmr.in
Prachi Pandey	prachi.pm15@iihmr.in
Simran Randhawa	Simranrandhawa.hm28@iihmr.in
Dr. Bhavika Vidhwani	bhavika.hm28@iihmr.in
Simran Chandwani	simranchandwani.hm28@iihmr.in
Yash Chouhan Rakesh Chouhan	yashchouhan.pm15@iihmr.in
Shalini Gurjar Shalini Gurjar	shalinigurjar.hm28@iihmr.in
Uttara Jangade	uttara.hm28@iihmr.in
ANURAG CHAKRABORTY	anurag.hm28@iihmr.in
Varsha Mittal	varsha.pm15@iihmr.in
Taniya Singh Butolia	taniya.hm28@iihmr.in
Jainam kothari	jainam.pm15@iihmr.in
Ashutosh Kaurav	ashutoshkaurav.pm15@iihmr.in
Anushree Rai	anushree.pm15@iihmr.in
Bhawana Prakash Naware	bhawana.hm28@iihmr.in
Sanjay Sahu	sanjay.hm28@iihmr.in

Logistical requirements :-

Auditorium Hall	1
In-person Interview rooms	3
Virtual Interview Rooms	10 rooms or 2 halls

Regards,
Mansi Seth

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: Friday, October 4, 2024 7:23 PM
To: Seth, Mansi <mansi.seth2@iqvia.com>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; Srivastava, Prakhar <prakhar.srivastava@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Madam,

Below student has registered in IQVIA Portal but not received the link.

Name	Course	Registered email id	Mobile number	Screenshot
Sreepriya.P	MBA -HM	sreepriya.hm28@iihmr.in	8861795912	Attached

This is for your information and help please.

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

From: Seth, Mansi <mansi.seth2@iqvia.com>
Sent: Friday, October 4, 2024 5:49 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; Srivastava, Prakhar <prakhar.srivastava@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

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 Mr. Vinod,

The first round of the selection – Aptitude test has been triggered to the candidates who have registered on the portal.

Few pointers for attempting the test:

- The test includes English, Logical, Quants and Critical Reasoning.
- Please ask the candidates to have a working webcam, microphone and sound network before attempting the test.
- The duration would be 60 mints, they would have to complete the test in one-go.
- Any interference with webpages while attempting would be seen as malpractices.
- The test would automatically close in case of any such practices, no second chance would be given for the same.
- The deadline to attempt the test is 11:59 pm by 6th October,2024.

As per our discussion on call, request you to share the registered email ids of the candidates who have not received the assessment link. Candidates who have not registered are disqualified from the further process.

Regards,
Mansi Seth

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: Friday, October 4, 2024 12:16 PM
To: Seth, Mansi <mansi.seth2@iqvia.com>; Anita Thapa <anitathapa@iihmr.edu.in>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; Srivastava, Prakhar <prakhar.srivastava@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Mansi,

Thanks a lot.

@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: Seth, Mansi <mansi.seth2@iqvia.com>
Sent: Friday, October 4, 2024 12:14 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; Srivastava, Prakhar <prakhar.srivastava@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

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Hi Mr. Vinod,

Further to our discussion, please share the below link with the candidates to register.

<https://iqvia.wd1.myworkdayjobs.com/IQVIA/job/Bangalore-India/Analyst--Campus- R1445977>

Few pointers for candidates for registration

1. Please use the same email id mentioned in the excel shared.
2. Select University/College Recruitment as the source.
3. The link would be valid from 12- 6 pm to register.
4. Candidates who fail to register will not receive the assessment link.

Thanks a ton for your support.

Regards,
Mansi Seth

From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: Friday, October 4, 2024 10:33 AM
To: Seth, Mansi <mansi.seth2@iqvia.com>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; Srivastava, Prakhar <prakhar.srivastava@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Mansi,

Greetings from IIHMR University Jaipur!

At the outset let me thank you and team IQVIA for your always support.
Please find attached the Excel sheet and resume of **231** interested candidates of **MBA- Hospital & Health Management, MBA- Pharmaceutical Management, MBA- Development Management** from **Batch (2023-2025) final year**.

Total Application for IQVIA- 231
 [Students Resume \(2023-25\) for IQVIA Analyst](#)

Please do let us know the process ahead along with time schedule and process flow for 15th October 2024 so that we can inform the students, and they can prepare for the selection process.

We welcome you and team IQVIA for Campus recruitment process at IIHMR University Jaipur on 15th October 2024.

With Regards,




Vinod Tejwani
Dean- Placements & Alumni Relations

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

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From: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Sent: 01 October 2024 18:17
To: Seth, Mansi <mansi.seth2@iqvia.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; Srivastava, Prakhar <prakhar.srivastava@iqvia.com>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Mansi,

Greetings from IIHMR University Jaipur!


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

It was great interacting with you today. Thanks a lot for sharing the requirements.

As discussed, We will share the same with students **MBA- (Hospital and Health Management), MBA- (Pharmaceutical Management)** for nominations.

Request you to let us know the number of representatives along with their travel plan so that we can arrange the logistics requirements accordingly.

For boarding and lodging , We will be happy to host you and team IQVIA esteemed representatives at IIHMR University Guest House and we can also provide the local transport facility for the guests.

Please do let us know any other requirement, so that we can arrange the same accordingly.

We are blocking 15th October 2024 (Tentatively) for IQVIA campus placement process and we will book the Auditorium along with Conference room and Interview room.

@N Satheeshkanna Please take it forward 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: Seth, Mansi <mansi.seth2@iqvia.com>
Sent: Tuesday, October 1, 2024 6:04 PM
To: Vinod Teiwani <vinodteiwani@iihmr.edu.in>
Cc: Akbar, Siddiq <siddiq.akbar@iqvia.com>; Srivastava, Prakhar <prakhar.srivastava@iqvia.com>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

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Hi Mr. Vinod,

Thank you for the invite. It was a pleasure connect with you over the call.
Please find the JD attached for your reference.

• Job Description	Attached in email
• Job Location	PAN India
• Eligible Streams	All Branches
• Total Vacancies	TBD
• CTC Offered	8 LPA
• Selection Process	Aptitude Test – Technical round – HR Round
• Campus Recruitment Date	Tentative Date – 15th Oct 2024. TBC yet

Regards,
Mansi Seth

From: Vinod Teiwani <vinodteiwani@iihmr.edu.in>
Sent: Tuesday, October 1, 2024 5:38 PM
To: Seth, Mansi <mansi.seth2@iqvia.com>
Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

You don't often get email from vinodteiwani@iihmr.edu.in. [Learn why this is important](#)

Dear Ms. Mansi,

Greetings from IIHMR University Jaipur!

At the outset let me thank you and team of your esteemed organsiation for your always support.

On behalf of **IIHMR University, Jaipur**, I am pleased to extend a cordial invitation to you and your esteemed organization to visit our campus for the recruitment of the **MBA Batch 2023-25**.

At IIHMR University Jaipur, we offer specialized MBA programs in:

- Hospital and Health Management
- Pharmaceutical Management
- Development Management
- Health Analytics (1st Year)

Our university is dedicated to nurturing professionals who embody excellence, compassion, and a commitment to society. We focus on shaping young minds with the vision to empower themselves and others, providing them with a strong foundation in both theoretical and practical knowledge.

Enclosed with this email is a copy of the **Batch Demography, Course Details** for your kind consideration.

To facilitate the process, we kindly request you to share the below required details for the Final Placements, including:

• Job Description	
• Job Location	
• Eligible Streams	
• Total Vacancies	
• CTC Offered	
• Selection Process	
• Campus Recruitment Date	


Registrar
The IIHMR University
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We look forward to the possibility of strengthening our relationship with your esteemed organization and hosting you during our Placement season this year. We are excited about the opportunity to form a lasting association through our Campus Recruitment Program (2023-25 batch).

Please feel free to reach out if you need any further information or assistance. I will be happy to assist

With Regards,



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Vinod Tejwani
Dean- Placements & Alumni Relations

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


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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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Sakshi Pawar

From: Vinod Tejwani
Sent: 03 May 2025 01:22 PM
To: Anita Thapa; Placements
Subject: FW: Offer letter - Mr. Harsh Patidar Wockhardt Research Division - KAM - FM1 - Ahmedabad HQ.
Attachments: Gratuity form.pdf; Important Note.docx; IT Policy updated 2022 - Signed.pdf; New _ PF Form11.pdf; PF Form 2.pdf

With Regards,




Vinod Tejwani
Dean- Placements & Alumni Relations


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

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From: Harsh Suresh Patidar <harsh.pm15@iihmr.in>
Sent: 02 May 2025 03:49 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Subject: Fw: Offer letter - Mr. Harsh Patidar Wockhardt Research Division - KAM - FM1 - Ahmedabad HQ.

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From: regionalhr mumbai <regionalhr.mumbai@wockhardt.com>
Sent: Monday, April 28, 2025 4:38 PM
To: Harsh Suresh Patidar <harsh.pm15@iihmr.in>
Cc: Venkatraman R <VenkatramanR@wockhardt.com>; Sanjeev Seth <SSeth@wockhardt.com>; Durgesh Sharma <DSharma@wockhardt.com>
Subject: Offer letter - Mr. Harsh Patidar Wockhardt Research Division - KAM - FM1 - Ahmedabad HQ.

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Mr. Harsh Patidar,
H.Q. Ahmedabad
Mobile no: 8349159340
E-mail: harsh.pm15@iihmr.in

March 28th, 2025

Dear Mr. Harsh Patidar,

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

Please note that this is merely an Offer Letter. The Company’s standard Appointment Letter containing exhaustive terms and conditions of employment will be issued to you on your joining the Company and successfully completing the training program after your joining.

Your gross annual remuneration (C.T.C) will be Rs. 4.5 lakhs as discussed.

Components	Per month	Per annum
Basic	11250	135000
HRA	5625	67500
Attire and Kit Allowance	1200	14400
Qualification Allowance	1500	18000
Position Allowance	16125	193500
Total - (A)	35700	428400
PF (12% of Basic) - (B)	1800	21600
Total = A+B (CTC)	37500	450000

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

You are requested to join us latest by 07.05.2025 , failing which this offer of Employment stands withdrawn.

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


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

WE HAVE MAILED ONE ON LINE JOINING FORM IN YOUR MAIL BOX. PLEASE DO NOT CHANGE THE FORM NUMBER, FILL IT, & SUBMIT. IN CASE YOU HAVE ANY DIFFICULTIES, PLEASE CONTACT TO Regionalhr.mumbai@wackhardt.com. My mobile number is 9324938079.

MEDICAL TEST

1. ECG, X-RAY of CHEST PA View.
2. Routine Blood Count.
3. Sugar fasting.
4. Blood Wesserman test – VDRL.
5. Blood grouping + Rh typing.
6. ROUTINE URINE & STOOL EXAMINATION.
7. FITNESS CERTIFICATE REQUIRE AFTER THROUGH MEDICAL CHECKUP BY A SENIOR PHYSICIAN.
8. *Medical test can be done at any of the SRL centers. The amount of (INR 1000) incurred for the test shall be reimbursed along with your first salary post submission of the original bill.

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

**Yours
faithfully
for WOCKHARDT Ltd.**

Durgesh Sharma

Authorised Signatory

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

----- Disclaimer -----
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Date: 10/12/2024

Mr. Harshal Bagherwal

We are pleased to offer you position of "Executive" in the department of Branding & Marketing of Hospital at Home A unit of Krishiv Health Care, Jaipur on mutually agreed terms and conditions during the interview.

Please proceed to join your duty at the earliest as the University protocols allows.

Your appointment shall be effective from the date of joining. To enable us to complete you're joining formalities, please bring along following documents in original with a self-attested photocopy at the time of joining our organization.

1. All Academics Certificates from SSC / equivalent onwards.
2. School leaving certificate / any proof of Date of birth.
3. PAN Card
4. Aadhar Card
5. Copy of Resignation Certificate duly acknowledged.
6. Relieving Letter from last employment.
7. Passport size photographs -6 nos.
8. Proof of two past employments.
9. Proof of last drawn salary - salary slip /bank transfer advice/ appointment/Increment letter.
10. Passport, if available.
11. Covid Vaccine Certificate.
12. Address proof (Voter's ID/ Ration card / E-Bill/ DL/ Adhar card).
13. One Cancelled Bank Cheque.
14. Any other document like Appreciation Letter, Award Certificate obtained during job.

Your appointment is subjected to verification of all the documents, medical check-up report and reference check. Your appointment is contractual in nature. Please note that delay in joining beyond the specified date may result in cancellation of this offer.

Please sign & return a copy of this letter as acceptance of the offer within 48 hours. This is a confidential document and cannot be shared by you with any third party.

Regards,

Krishiv Healthcare, Jaipur



Authorized Signatory



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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Candidate Signature

Position Title: Business Development Executive

Location: Jaipur

Company: Krishiv Healthcare

Reports To: Manager, Hospital at Home

Type: Full-Time.

Job Overview:

The Business Development Executive for Hospital-at-Home Services will be responsible for developing and executing marketing and Operational strategies to promote and grow the hospital-at-home service offerings. This includes creating awareness, driving patient acquisition, and fostering partnerships with healthcare providers and other relevant stakeholders. The role requires a blend of strategic thinking, healthcare knowledge, digital marketing knowledge, and good communication skills.

Key Responsibilities:

1. Develop Marketing Strategy and Plans

- Create and implement marketing strategies to increase awareness of the hospital-at-home service offering, targeting patients, healthcare providers, insurers, and other stakeholders.
- Identify and analyze market trends, customer needs, and competitor offerings to refine the hospital-at-home service value proposition.
- Develop targeted campaigns to promote the benefits of hospital-at-home services such as convenience, cost-effectiveness, and improved patient outcomes.

2. Branding and Awareness

- Lead efforts to establish and maintain the brand identity of the hospital-at-home service within the marketplace.
- Develop messaging and materials to promote the service, including brochures, digital content, case studies, and patient testimonials.
- Organize and manage events, webinars, and outreach activities to educate healthcare professionals, patients, and caregivers about the service.

3. Lead Generation and Patient Acquisition

- Drive patient acquisition strategies through targeted digital campaigns, SEO, paid advertising, social media, email marketing, and more.
- Identify new patient channels and partnerships with healthcare providers, insurance companies, and home care agencies.


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4. Partnership Development and Relationship Management

- Build and maintain relationships with referring physicians, healthcare organizations, insurance companies, and third-party vendors to drive referrals to the hospital-at-home program.
- Collaborate with hospital administration and clinical teams to ensure seamless integration of marketing efforts with service delivery.
- Educate healthcare professionals on the benefits and logistics of hospital-at-home services, helping to drive patient referrals.

5. Digital Marketing & Content Creation

- Manage the hospital-at-home service's online presence, including the website, social media platforms, and digital advertising.
- Develop content (articles, blogs, videos, etc.) that communicates the benefits and success stories of the hospital-at-home model to engage prospective patients and healthcare providers.
- Monitor and analyze digital marketing campaigns for effectiveness, making adjustments as needed to optimize performance.

6. Market Research and Reporting

- Conduct market research to understand patient and caregiver preferences, competitive offerings, and industry trends.
- Measure and report on the effectiveness of marketing campaigns, using data to refine strategies and maximize ROI.
- Stay informed about healthcare regulations, payer policies, and trends impacting the hospital-at-home model to adapt marketing strategies accordingly.

7. Collaboration with Internal Teams

- Work closely with the operations and clinical teams to ensure that marketing messages align with service delivery and patient experience.
- Provide input on the development of service packages, pricing strategies, and patient education materials.
- Ensure that all marketing efforts are compliant with healthcare regulations.


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Qualifications:

- **Education:**
Bachelor's degree in Marketing, Healthcare Management, Business Administration, or a related field. A Master's degree is a plus.
- **Experience:**
 - Minimum 0-3 years of experience in healthcare marketing, preferably within a hospital-at-home or home healthcare environment.
 - Proven track record in developing and executing successful marketing campaigns for healthcare services.
 - Must be having Knowledge of digital marketing, lead generation, and content creation.
- **Skills & Abilities:**
 - Strong written and verbal communication skills.
 - Knowledge of digital marketing tools (Google, social media platforms, email marketing software, etc.).
 - Strong project management skills with the ability to prioritize tasks and meet deadlines in a fast-paced environment.
 - Ability to work cross-functionally with clinical teams, operations, and senior leadership.

Preferred Qualifications:

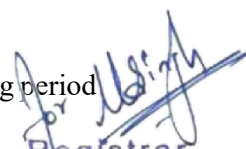
- Knowledge of healthcare marketing or telemedicine platforms.
- Familiarity with customer relationship management (CRM) tools and marketing automation platforms.

Work Environment:

- Office and Market based both.
- Flexibility to work remotely or hybrid as needed.
- Must be having vehicle.

Benefits:

- CTC Offered– For Initial Training Period the Stipend will be 25,000 PM, after Training period The CTC will 6 LPA and Above Based on the Performance Evaluation.


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CIN : U66010RJ2020PTC070735

ATELIER INSURANCE BROKING PVT. LTD.

Strictly Private & Confidential

Date: 19 June, 2025

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

Dear Harshit Patidar,

1. We are pleased to inform you that you have been selected for the position of Dynamic Manager for the **Sales Department** at **Atelier Insurance Broking Pvt. Ltd.** During this probation period of 6 Months, you will be expected to perform all tasks and responsibilities assigned to you by your reporting manager.
2. Your DOJ in Atelier Insurance Broking will be **01 July, 2025**.
3. **Salary:** You will be entitled to a **monthly fixed salary of ₹30,000**, excluding incentives and other employee benefits.
4. Upon successful completion of the 6-month probation period, and based on your performance, you may be considered for confirmation in a suitable position (Sales Manager), subject to business requirements.
5. During the probation period, you will **not be eligible** for any additional benefits provided to permanent employees of the company.
6. You will be required to sign a **one-year bond** with the company, effective from your **Date of Joining**. By accepting this offer, you agree to serve the company for a minimum period of **12 months** from the date of joining.
7. If you choose to leave the company **before completing one year**, you will be required to pay a **penalty equivalent to one month's training expenses**, and the company reserves the right to withhold any pending dues or benefits. Henceforth your first salary will be released in the payroll cycle post 45 days.

We congratulate you and welcome you to Atelier Insurance Broking Pvt. Ltd.

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



Signature of Candidate

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

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CIN : U66010RJ2020PTC070735

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Strictly Private & Confidential

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

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

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

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

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

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

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

We congratulate you and welcome you to Atelier Insurance Broking Pvt. Ltd.

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

Yours sincerely,

Signature of Candidate

Reg. Address:- A-675, Siddharth Nagar, Near Airport Terminal T-2, JLN Marg, Jaipur

Telephone : - 0141-2947487, 7240393939 | Email Id:- info@atelierinsurance.com

IRDA Registration No. 760 | Registration Code No. IRDA/DB837/20, Valid till 21.07.2024

License Category : Direct Broker (Life & General)

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Outlook

FW:

From Himanshu Agarwal <himanshu.pm15@iihmr.in>

Date Thurs 6/17/2025 10:40 AM

To Placements <placements@iihmr.edu.in>

■ 1 attachment (230 KB)

Himanshu Agarwal Offer Letter.pdf;

With Regards,



PLACEMENT CELL



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

E: placements@iihmr.edu.in **W:**

www.iihmr.edu.in

P: +91 141 3924700

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

From: Swati Tyagi <recruitment.ho@brawnlab.in>

Sent: 17 June 2025 10:40 AM

To: Himanshu Agarwal <himanshu.pm15@iihmr.in>

Subject: Offer Letter

Dear Himanshu,

As per the interview, we are pleased to offer you the position of **Trainee (PMT)**. Please find the attached offer letter, which includes the detailed **CTC of ₹4,00,000 per annum**.

Kindly acknowledge this email and share your acceptance by 25th March 2025.



Swati Tyagi
Sr. Executive-HR


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06-Mar-25

Shubham Bhausaheb Jadhav
Mu.Po.Sonwad. Ta.-Dharangaon, Sonwad
Bk. Jalgaon, Maharashtra

Dear Shubham,

Letter of Appointment

With reference to our recent discussions regarding your possible employment with **Care Health Insurance Limited**, hereafter referred to as the Company, we are pleased to offer you the position of **Manager – Claims Adjudication** on the following terms and conditions defined herein:

- 1. Date of Joining:** Your appointment will be effective from **10-Mar-25** or any other date mutually agreed upon in writing.
- 2. Place of work:** Your place of work is **Gurgaon-Vipul Tech**. Your place of work may be changed to any other location within India / any group Company, as directed by the Company from time to time. In addition, in performance of your duties for the company, you may be required to travel within and/or outside.
- 3. Reporting:** You will report to **Manager – Claims Adjudication** or any other designate person as specified by the Company from time to time.
- 4. Remuneration:** Your annual compensation package on a Total Fixed Cost (TFC) basis is **Rs. 600000(Rupees Six Lakh(s) Only)**. This amount will include basic salary, taxable and non-taxable allowances & benefits, and other payments, payable as per the designate acts. Annexure 1 provides your compensation break-up, as per the applicable Compensation Structure.
- 5. Medical:** You may be required to undergo medical examination by a Company appointed medical practitioner as and when directed by the Company and to comply with rules and instructions in the matter. Your services may be terminated without notice if the Company considers you unsuitable for retention in service on medical grounds.



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Care Health Insurance Limited

Regd. Office: 5th Floor, 19 Chawla House, Nehru Place, New Delhi-110019
Corporate 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

Submit Your Queries/Requests:
www.careinsurance.com/contact-us.html

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.

20. **Performance Monitoring** :You are required to deliver performance up to the expected levels as per the targets entrusted to you by reporting officer from time to time. In case your performance is not found to be satisfactory, you will be put under an appropriate Performance Improvement Plan. In case your performance does not improve even after you are put on such plan, the Company will review the matter of continuance of your employment and take appropriate action, including but not limited to termination.

21. **Non Solicitation:** You shall not at any time during the term of your employment with the Company or thereafter for a period of six months after cessation of your employment, directly or indirectly solicit the Company's (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) personnel to leave the employment of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) or apply for employment with any third party or encourage such personnel of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to take any action or inaction that may adversely impact the performance or reputation of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) of its obligations under this Letter of Appointment and / or any other contract or adversely impact the ability of the Company (and any other relevant Group Company's, affiliate's and/ or any subsidiary of the Company) to carry out its normal business activities.

22. **Others:** 1. It will be obligatory on your part to ensure compliance to the applicable statutes, regulations and requirements laid down by the Company, JV partners various regulatory and statutory bodies .

2. In the event of you being found acting in breach of your terms of appointment or indulged in an act of misconduct or an act that has brought disrepute to the organization, you shall render yourself liable for a disciplinary action as per the rules as applicable .

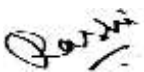
3. Clause headings do not form part or affect the interpretation of this letter of appointment.

23. **Joining Formalities:** As part of the joining formalities, you are requested to bring the following documents with you on the day of joining:

1. 3 Passport size photographs on red background (for branch offices red is not mandatory).
2. Copies of all years mark sheets of the highest qualification/Degree certificate
3. Copy of previous employer Salary Slip
4. Copy of Relieving Letter / Endorsed Resignation letter.
5. Copy of Address proof (any one) :-Ration Card/ Utility Bills/ Driving License/ Passport/ Affidavit
6. Copy of PAN Card
7. Copy of AADHAR Card

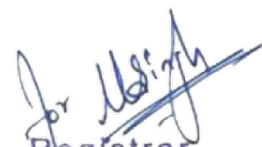
We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association.

For **Care Health Insurance Limited**



Rashi Ramani

Head - Human Resources



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Accepted and agreed by **Shubham Bhausaheb Jadhav**

Annexure: 1

	Per Annum	Per Month
BASIC	240000	20000
ALLOWANCES		
House Rent Allowance	120000	10000
Education Allowance	128016	10668
LTA Through Salary	42000	3500
MONTHLY GROSS *		45338
BENEFITS:CONTRIBUTION BY ORGANISATION		
Statutory Bonus	14040	1170
Provident Fund	28800	2400
Gratuity	11544	962
GMC	15600	1300
TOTAL FIXED COST(TFC)	600000	

* The following amount will be deducted from your monthly gross as your contribution towards statutory benefits

PF - 2400

Leave Travel Allowance or Medical Allowance (if applicable) will be paid as monthly components

Gratuity (if applicable) - As per Gratuity Act, payable only after completion of 5 continuous years of service in organization.

****Guaranteed Bonus:** You will be entitled for a onetime bonus of 60000 (all relevant taxes applicable) in April'26 in lieu of performance bonus for FY 25-26. This will be subject to your being in active services (non-resigned) with Care Health Insurance Limited at the time of payout(s). To be eligible for this guaranteed bonus, you should have a minimum rating of 3 or above in FY 25-26. From year 26-27, you will be eligible to participate in the Company's Annual Incentive/Bonus Plan subject to the terms and conditions of such Plan and any amendments as may be made from time to time.

- **Deductions** The Company may during your employment, or on termination for whatever reason, deduct from your remuneration any monies due from you to the Company including but not limited to:
 - Any overpayment of salary or expenses or payment made to you by mistake or misrepresentation; and/or
 - Any outstanding loans or advances made to you by the Company; and/or Amounts equal
 - in sum to the amount of any secret/illegitimate profits that you make from the Company's business/interests; and/or
 - Any debt owed by you to the Company; and/or
 - Any other deductions permitted under applicable law including Tax.


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 Sangner Airport, Jaipur-302029



15/04/2025

Jainam Kothari
Pandit ji pg , near IIHMR University ,
Sanganer Jaipur
302029

Dear Jainam,

Welcome to IQVIA™

On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 86,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Analyst - 130}. You will be based in Bangalore, India (INBGL1, 42.5, Omega). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS COMPENSATION : INR ₹7,00,000.00

PROVIDENT FUND : INR 33600

FIXED COST TO COMPANY : INR 733,600

ANNUAL INCENTIVE PAY TARGET* : INR 70000

TOTAL COST TO COMPANY : INR 803,600

ANNUAL INCENTIVE PAY TARGET*

You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in


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which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

BENEFITS:

- Gratuity: The eligibility and amount of this benefit is as per the applicable laws.
- Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.
- Group Mediciam: Employee and family members are covered as per prevailing Company Policy.
- Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.

This offer is contingent upon your successful completion of your current degree. You are required to produce the original pass certificate/ mark sheet by the end of your probation period certifying that you have successfully completed the degree, failing which the company may, in its sole discretion, elect to terminate or suspend your employment immediately.

You will be participating in "Quintiles Certified Professional "(QCP) program which would be sponsored by Quintiles and delivered at Bangalore, India (INBGL1, 42.5, Omega).

Please note that this offer is contingent upon you clearing the assessment under the QCP program

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Ullas KS
Director, Talent Acquisition Team

For IQVIA Analytics Services Private Limited (IN03)


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Joining Date: 21-Apr-2025

signHere1

A handwritten signature in blue ink, appearing to read "Dr. H. Singh", written over the printed name "Dr. H. Singh".

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Registered Office

IQVIA Analytics Services Private Limited

(Formerly Known as IMS HEALTH ANALYTICS SERVICES Pvt Ltd)

CIN: U74140KA2003PTC032950

Omega, Embassy TechSquare, Kadubeesanahalli Marathahalli-

Sarjapur Outer Ring Road. Bangalore - 560103

www.iqviam.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 21-Apr-2025 is made and entered by {IQVIA Analytics Services Private Limited (IN03)} (hereinafter "IQVIA" and Jainam Kothari, AGED ({23}) (DOB: {September 10, 2001}), [S-D]/o {Praffull Kothari} having Aadhar No. {864137252975} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Analyst and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

1. **EMPLOYMENT** IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. **NATURE OF EMPLOYMENT** This Executive shall serve as a Analyst and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.

2.3 This Executive's base of operation shall be Bangalore, India (INBGL1, 42.5, Omega) subject to business travel as


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may be necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. COMPENSATION

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. ₹7,00,000.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

4. TERM OF EMPLOYMENT

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:

(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and


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(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari pasu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

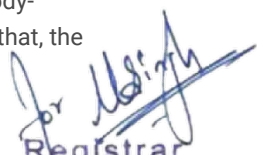
- (i) your performance of your job in an unsatisfactory manner, as determined by the Company;
- (ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;
- (iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;
- (iv) your misconduct, violation of any law classified as a felony or dishonesty; or
- (v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").

Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any body-corporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the


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Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

5. COMPENSATION AND BENEFITS UPON TERMINATION

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.

5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.5, liquidated damages in an amount equal to the Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.


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5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES

6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:


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(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company; or

(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the



issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.

6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. **RELEASE** Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

8. EMPLOYEE REPRESENTATIONS

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not (i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.


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(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

- (i) Gain unauthorized access to the computer system or computer network; or
- (ii) Download, copy or extract any information or data from such system; or
- (iii) Introduce any harmful code; or
- (iv) Cause any damage to the system or network; or
- (v) Cause the non-functioning or malfunctioning of any system or network; or
- (vi) Cause denial of access to any authorized person to the system or network; or
- (vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
- (viii) Tamper or manipulate any system or network with the object of operating the account of another person; or
- (ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or
- (x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.

(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA confidential information shall include, but not limited to:

- (i) IQVIA data and databases.
- (ii) Statistical methodologies, computer software and documentation.
- (iii) Information about employees (including compensation, benefits and performance reviews).
- (iv) Lists of customers and prospective customers.
- (v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
- (vi) Methods of doing business and business processes.


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- (vii) Financial information relating to the performance of the Company.
- (viii) Internal policies accessible only to employees during employment.
- (ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.

(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and



obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. **NOTICES** All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:

If to the Executive, to: Executive's Residential Address

Jainam Kothari

Pandit ji pg , near IIHMR University ,

Sanganer Jaipur

India

302029

If to the Company, to:

IQVIA

OFFICE OF GENERAL COUNSEL,

Omega Embassy TechSquare

Marathahalli- Sarjapur Outer Ring Road

Kadubeesanahalli

Bangalore 560103

Office: + 91 80 3769 0000/0100

Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. **WAIVER OF BREACH** The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.

11. **ENTIRE AGREEMENT** Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other


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



understandings and agreements, oral or written, between the parties with respect to the subject matter of this Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. **SEVERABILITY** If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. **PARTIES BOUND** The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.

14. **GOVERNING LAW** This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

signHere1

For and on behalf of
IQVIA Analytics Services Private Limited (IN03)

Ullas KS
Director, Talent Acquisition Team


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



26th September 2024

Ms. Janvi Agarwal
Sagar, MP
Pin Code - 470001



Letter of Intent

Dear Janvi,

Namaste!

Pursuant to your candidature being found suitable in the selection process, we are pleased to inform that you have been selected as **Management Trainee – Sales & Marketing at Apollomedics Super Speciality Hospitals, Lucknow**, as per the mutually agreed upon 'Terms & Conditions' and indicated in this **Letter of Intent**.

You are requested to join us **on or before 03/03/2025** after which this offer shall 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 [1No(s).], Spouse (01 No.) and Dependents (01 each).**
- **Relieving / Work Experience Letter** from immediate and past employers.
- **Academic & Professional Qualification(s)** certificates.
- **Proof of Date of Birth (Class X Passing or Birth Certificate).**
- **Proof of Address (Any Govt. issued Photo ID with Address, for e.g., AADHAR CARD / Passport / Driving License).**
- **AADHAR CARD & PAN CARD.**
- **Latest Appraisal Letter with CTC Annexure & 03 Months Pay Slips** in support of last drawn salary.

Your services are liable to be transferred at the sole discretion of organization, in such other capacity as the company may determine, to any department / vertical / section, location, sister concern or subsidiary. As a token of having accepted this offer, kindly sign the duplicate copy of this letter and return the same.

We look forward for having a long and mutually beneficial association.

Thanks & Warm

Regards. Yours sincerely,
for Apollomedics Super Speciality Hospitals,
[a venture of Apollomedics International Lifesciences Limited & an AHEL Group Hospital]


Mr. Deepak Sachdeva
Deputy General Manager
Human Resources


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



SALARY ANNEXURE

Name: Janvi Agarwal		
Designation: Management Trainee		
Department: Sales & Marketing		
Salary Components		
	Per Month (INR)	Per Annum (INR)
Basic Salary	23,750	2,85,000
House Rent Allowance	11,875	1,42,500
Children Education Allowance	200	2,400
Other Allowance	5,993	71,912
Sub Total (A)	41,818	5,01,812
Reimbursements		
Telephone Reimbursement	1,000	12,000
Sub Total (B)	1,000	12,000
Insurance Premium (Employer's Contribution)		
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
Salary (Sum A+B+C+D)	50,000	6,00,000
** Special Bonus (Onetime post completion of one year)		1,00,000
Total Cost to Company - (TCTC)		7,00,000

[Signature]

[Signature]
Registrar

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

Offer of Employment

Dated: 29th January, 2025

Dear Ms. Jaya Sinha,

Congratulations!!

We are pleased to confirm our offer of employment to you at Anthea Pharma for the role **Executive – SCM** at our Hyderabad facility. We have great confidence in your abilities and feel you will be able to make an outstanding contribution to our organization.

Your remuneration will be a fixed CTC of **Rs.6,00,000/-** p.a. (Rupees Six Lakhs only) per annum.

You are expected to join full time and take charge of your role on or before **24th March 2025**. You are requested to share the signed acceptance of this offer within 3 working days. Please also indicate your date of joining along with the acceptance.

We congratulate you on your appointment and wish you a long and successful career with us.

Yours Sincerely,

for Anthea Pharma Pvt Limited



K V Satyanarayana
G M - HR & Admin



Registrar

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

Terms and Conditions:

1. This offer is conditional upon satisfactory verification of your qualifications and work experience. All mandatory documents are to be submitted/given for verification within one month from the date of joining, failing which, the company reserves the right to revoke this offer.
2. The employee shall join the company by **24th March, 2025**.
3. All employees, irrespective of designation shall serve a notice period of 3 months post the date of resignation.
4. Subsidized Benefits: You shall be eligible for subsidized food, medical and transportation. The portion of cost borne by you will be deducted from your monthly salary payment, if any and remitted by the company to the vendor, without any additional charge. The Subsidized portion of benefits is your cost to the company (CTC).

ACCEPTANCE BY THE EMPLOYEE:

I, JAYA SINHA, have read and understood this letter and the same is acceptable to me.

Date: 30-01-2025

Signature of the employee: 


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

3rd March, 2025

Mr. Sarthak S. Joshi

At Thakar Adagaon, Post - Jategaon,
Tal - Georai, Beed - 431127

Dear **Mr. Joshi**,

This has reference to your application dated 20th February, 2025 and subsequent interview you had with us, we are pleased to offer you the position of **Management Trainee** in our organisation based at **Mumbai**. Your salary and other allowances will be as per the enclosed Statement.

You are required to furnish the following per return courier :

- a) Latest Passport size photograph with white background (3 Nos.)
- b) Birth / School Leaving Certificate
- c) Educational Certificates
- d) Copy of PAN Card & Aadhaar Card

On joining, kindly report to our Corporate HR Department at Plot No.125, 2nd floor, Kandivli Industrial Estate, Kandivli (W), Mumbai – 400067 at 9.30 a.m.

You are required to bring **all original** educational certificates and above documents at the time of Joining for verification purpose.

Kindly confirm your acceptance of the above offer latest by 6th March, 2025 and join on or before 17th March, 2025.

It may be noted that, in case you fail to join on or before **17th March, 2025** this offer letter shall stand automatically cancelled.

To enable us to complete joining formalities at the earliest on the day of your joining, you must ensure that HRMS link is being completely and correctly filled in and submitted by you 8 days prior to your joining. In case you are unable to complete this due to any reasons, please seek help from the recruitment team. Kindly note that filling all the sections in the form is mandatory before joining.

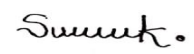
Please return the enclosed copy duly signed as a token of your acceptance of the letter.

Yours faithfully,

For **Ipca Laboratories Limited**


Sanjay A. Jadhav
Vice President - Human Resources
Registrar
The IIMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Accept


(Signature)

Ipca Laboratories Ltd.
www.ipca.com

Salary break up of Mr. Sarthak S. Joshi
As per Offer letter dated 3rd March, 2025
Position : Management Trainee

Description	Monthly	Annual
(1) Monthly Benefits		
Basic	10,000	120,000
Total A	10,000	120,000
House Rent Allowance	5,000	60,000
Education Allowance	300	3,600
Conveyance Allowance	800	9,600
Other Allowance	12,615	151,380
Total B	18,715	224,580
Total (1) : (A + B)	28,715	344,580
(2) Annual Benefits		
Provident Fund	1,800	21,600
Bonus	2,821	33,855
TOTAL (2)	4,621	55,455
TOTAL (1 + 2)	33,336	400,035

- You will be on Training for Six Months.

Total A above :

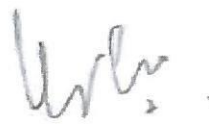
This component shall be considered for deciding applicability for payment of Bonus as per provisions of the Bonus Act, 1965 and for calculation of Gratuity, as per provisions of Gratuity Act, 1972.

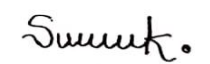
Total B above :

The allowances mentioned herein above shall not be considered for any retiral benefits, except Provident Fund, which will be in line with judgement of Supreme Court of India dtd. 28/02/2019.

Bonus :

The amount shown in the statement under the annual benefits as " Bonus / Ex-gratia" shall vary on month to month basis and shall only be payable based on computation of available and allocable surplus under the provisions of the Bonus Act, 1965.


 (Sanjay A. Jadhav)


 (Sarthak S. Joshi)

ho _ tr


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

From: NehaShah@Torrentpharma.com
Sent: 26 December 2024 04:12 PM
To: HITISHA AVINASH KADU
Cc: Anandlyer@TorrentPharma.com; ReshmiNaik@TorrentPharma.com; ShivaniMahadkar@TorrentPharma.com; Anita Thapa
Subject: Provisional Offer Letter - Torrent Pharma

Follow Up Flag: Follow up
Flag Status: Flagged

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

Dear Ms. Hitisha Kadu,

Congratulations on being offered for position of '**Executive Trainee – Product Management Team**' with Torrent Group. As discussed, would like you to join us by June 2025.

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 7 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 completion of your final semester and result submission.

Kindly revert with your acceptance.

Neha Shah


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

From: ShivaniMahadkar@TorrentPharma.com
Sent: 05 November 2024 11:00 AM
To: N Satheeshkanna
Cc: Vinod Tejawani; Anita Thapa
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Importance: High

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

Hi,

As discussed, kindly get us the list of students interested for PMT role.

Find the details 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. 4.25lpa on joining, 5.00lpa on confirmation

Specialization : Marketing. Students having science background (B.Pharma, B.Sc., Chemical Eng.) is must.

Request you to share the updated list with percentage in 10th, 12th, graduation & latest sem score.

As we are planning to visit the Campus by coming week, request you to provide the list on ASAP so that we can complete the process on fast track.

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



From: N Satheeshkanna
Sent: 25 October, 2024 11:02
To: Shivani Mahadkar/HRD/CRP/Torrent
Cc: Vinod Tejawani ; Anita Thapa
Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

[External : Treat content with extra caution.]

Dear Shivani Ma'am,

As discussed, I would like to share the student's updated details from the batch 2023-25 for your kind perusal.

Please share us the Job Description and the compensation details from your end so that we can inform the students accordingly.

Thanks & Regards,



N. Satheeshkanna,
Manager - Placements
A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: satheeshkanna@iihmr.edu.in W:
www.iihmr.edu.in

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

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

Sakshi Pawar

From: NehaShah@Torrentpharma.com
Sent: 01 January 2025 03:23 PM
To: Kartikey Kumar
Cc: Anandlyer@TorrentPharma.com; ReshmiNaik@TorrentPharma.com; ShivaniMahadkar@TorrentPharma.com; Anita Thapa
Subject: Provisional Offer Letter for Kartikey Kumar from IIHMR, Batch 2023-25

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

Dear Mr. Kartikey Kumar,

Congratulations on being offered for position of '**Executive Trainee – Market Research**' with Torrent Group. As discussed, would like you to join us by June 2025.

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 7 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 completion of your final semester and result submission.

Kindly revert with your acceptance.


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

From: ShivaniMahadkar@TorrentPharma.com
Sent: 05 November 2024 11:00 AM
To: N Satheeshkanna
Cc: Vinod Tejawani; Anita Thapa
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur
Importance: High

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Find the details 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. 4.25lpa on joining, 5.00lpa on confirmation

Specialization : Marketing. Students having science background (B.Pharma, B.Sc., Chemical Eng.) is must.

Request you to share the updated list with percentage in 10th, 12th, graduation & latest sem score.

As we are planning to visit the Campus by coming week, request you to provide the list on ASAP so that we can complete the process on fast track.

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



From: N Satheeshkanna
Sent: 25 October, 2024 11:02
To: Shivani Mahadkar/HRD/CRP/Torrent
Cc: Vinod Tejawani ; Anita Thapa
Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

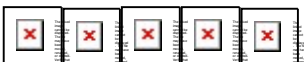
[External : Treat content with extra caution.]

Dear Shivani Ma'am,

As discussed, I would like to share the student's updated details from the batch 2023-25 for your kind perusal.

Please share us the Job Description and the compensation details from your end so that we can inform the students accordingly.

Thanks & Regards,



N. Satheeshkanna,
Manager - Placements
A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: satheeshkanna@iihmr.edu.in W:
www.iihmr.edu.in


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

M: +91 978-245-3035 | **P:** +91 141 3924700
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The IIMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

N Satheeshkanna

From: Vinod Tejwani
Sent: 14 November 2024 09:20 PM
To: Anita Thapa; N Satheeshkanna
Subject: Fw: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

Sent from [Outlook for Android](#)

From: Vinod Tejwani
Sent: Thursday, November 14, 2024 8:54:59 PM
To: Monisha Gossain <monisha@nairobiwesthospital.com>
Cc: clinics@nairobiwesthospital.com <clinics@nairobiwesthospital.com>; sanjay.poddar@nairobiwesthospital.com <sanjay.poddar@nairobiwesthospital.com>; Ashish Raman <ashish.raman@nairobiwesthospital.com>; Dr.Peter Okwatsa <pokwatsa@nairobiwesthospital.com>; Tina Saini <tina@nairobiwesthospital.com>; Stanley Mutungi <mutungi@nairobiwesthospital.com>; Umesh Sharma <umesh.sharma@nairobiwesthospital.com>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

Dear Ms. Monisha,

Thank you for your support.

We will inform all six selected candidates, and their names will be placed in the "Placed" category with **The Nairobi West Hospital**. I am sure that they will be at par with their performance and will definitely add value to your esteemed organisation.

As part of the placement policy, please note that these candidates will no longer be eligible for participation in any further campus recruitment processes scheduled through the university.

With Regards,



Vinod Tejwani
Dean- Placements & Alumni Relations

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

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From: Monisha Gossain <monisha@nairobiwesthospital.com>
Sent: 14 November 2024 08:33 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: clinics@nairobiwesthospital.com; sanjay.poddar@nairobiwesthospital.com; Ashish Raman <ashish.raman@nairobiwesthospital.com>; Dr.Peter Okwatsa <pokwatsa@nairobiwesthospital.com>; Tina Saini <tina@nairobiwesthospital.com>; Stanley Mutungi <mutungi@nairobiwesthospital.com>; Umesh Sharma

<umesh.sharma@nairobiwesthospital.com>

Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

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

Dear Mr. Tejawani

It was a pleasure connecting with you today.

Many thanks for confirming that starting 11th March, 2024 the students are available for full time roles with TNWH ; wherein they can be onboarded as Management Trainees and carry on with their **Dissertation Project**; post which THE FINAL YEAR VIVA can be conducted online / offline by the University.

We shall come back to you on finer details for the same shortly.

As discussed; as of now we have selected the following candidates :

1. Mr. Konatham Gowatham Kumar
2. Dr. Sana Shamoil
3. Mr. Krutik N Rawal
4. Dr. Purva Gulrandhe
5. Dr. Kalva Dharani
6. Ms Arunima Tah

Request you to kindly update the candidates accordingly. We shall proceed to share the next steps at the earliest.

We shall further keep you posted in case there is a further shortlist from the interviewed candidates.

Best Regards,
Monisha
Human Resources
The Nairobi West Hospital.
monisha@nairobiwesthospital.com
Mobile : +254-700035540| Office : 0730 600 000

On Mon, Nov 11, 2024 at 4:55 PM Vinod Tejawani <vinodtejawani@iihmr.edu.in> wrote:

Dear Ms. Monisha,

At the outset let me thank you and team The Nairobi West Hospital for the opportunity.

It was our pleasure to welcome Leadership team TNWH Dr. Mina Saini , Dr. Rakesh Saini and Mr. Sanjay Poddar to IIHMR University Campus for recruitment. Also, I am grateful to all the Panel members who joined online for the placement drive including Dr. Tina Saini and Hon'ble Dr. U. C. Mina Sir .

As discussed, request you to share the list of selected candidates so that we can mark them in Placed category, and we can take their name out of other placement/ recruitment drives of organisations visiting IIHMR University.

Thanks a lot.

With Regards,



Vinod 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: Vinod Tejawani

Sent: 09 November 2024 01:26 PM

To: Monisha Gossain <monisha@nairobiwesthospital.com>

Cc: clinics@nairobiwesthospital.com; sanjay.poddar@nairobiwesthospital.com; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>; Ashish Raman <ashish.raman@nairobiwesthospital.com>; Dr.Peter Okwatsa <pokwatsa@nairobiwesthospital.com>; Tina Saini <tina@nairobiwesthospital.com>; Stanley Mutungi <mutungi@nairobiwesthospital.com>

Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_ IIHMR University, Jaipur

Madam,

Please find attach the resumes of 2 addition interested candidates.

With Regards,



Vinod 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: Vinod Tejawani

Sent: 08 November 2024 05:54 PM

To: Monisha Gossain <monisha@nairobiwesthospital.com>

Cc: clinics@nairobiwesthospital.com; sanjay.poddar@nairobiwesthospital.com; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>; Ashish Raman <ashish.raman@nairobiwesthospital.com>; Dr.Peter Okwatsa <pokwatsa@nairobiwesthospital.com>; Tina Saini <tina@nairobiwesthospital.com>; Stanley Mutungi <mutungi@nairobiwesthospital.com>

Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_ IIHMR University, Jaipur

Noted Madam

With Regards,



Vinod 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: Monisha Gossain <monisha@nairobiwesthospital.com>
Sent: 08 November 2024 05:13 PM
To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>
Cc: clinics@nairobiwesthospital.com; sanjay.poddar@nairobiwesthospital.com; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>; Ashish Raman <ashish.raman@nairobiwesthospital.com>; Dr.Peter Okwatsa <pokwatsa@nairobiwesthospital.com>; Tina Saini <tina@nairobiwesthospital.com>; Stanley Mutungi <mutungi@nairobiwesthospital.com>
Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

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Dear Mr. Tejawani

As confirmed we shall have the following representatives visiting the IIHMR Campus :

1. Dr. Mina Saini : Chief Medical Advisor /Board
2. Mr. Sanjay Poddar : Financial Advisor

Additionally, we shall also have an online panel as follows:

Ms Tina Saini : Chief Commercial Advisor / Board
Mr. Stanely Mutungi : Chief Hospital Administrator
Mr. Ashish Raman : COO
Dr. Peter Okwatsa : Medical Administrator
Ms Monisha Gossain : HR

The flow of events will be as follows:

1. Time of Commencement : 11 am IST
2. TNWH Presentation for all students
3. Process of Interview:
 - Group Discussions: Durational Interview with Onsite and Offsite Panel
 - Q&A Session if required.

The topics for the Group Discussion will be shared on the spot wherein all the candidates in a batch will participate. Post the GD the shortlisted candidates will proceed for the personal interview.

The list of students has been segregated in batches- kindly ref the attached file
Also enclosed is our company presentation for your reference.

Many thanks for your support

Best Regards,
Monisha
Human Resources
The Nairobi West Hospital.
monisha@nairobiwesthospital.com
Mobile : +254-700035540| Office : 0730 600 000

On Thu, Nov 7, 2024 at 8:52 AM Vinod Tejjwani <vinodtejjwani@iihmr.edu.in> wrote:

Dear Ms. Asha,

Greetings from IIHMR University Jaipur!

As discussed, please find attached the Excel sheet and resumes of 37 interested candidates from MBA- Hospital and Health Management , MBA- Pharmaceutical Management.

We welcome Leadership team of **The Nairobi West Hospital** to **IIHMR University Jaipur** for campus recruitment 2025 passing out batch on 09th November 2024.

Please do let us know the time schedule and interview process and requirements to be followed for 09th November 2024 so that we can inform the students accordingly.

With Regards,



Vinod Tejjwani
Dean- Placements & Alumni Relations

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

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From: Vinod Tejjwani <vinodtejjwani@iihmr.edu.in>

Sent: 04 November 2024 16:05

To: Monisha Gossain <monisha@nairobiwesthospital.com>; Anita Thapa <anitathapa@iihmr.edu.in>

Cc: Dr.Mina Saini <clinics@nairobiwesthospital.com>; Sanjay Poddar <sanjay.poddar@nairobiwesthospital.com>;
N Satheeshkanna <satheeshkanna@iihmr.edu.in>

Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_ IIHMR University, Jaipur

Dear Ms. Monisha,

Thanks a lot for sharing the JD and details.

@Anita Thapa Please share it with students for nominations.

Regards,

Vinod

From: Monisha Gossain <monisha@nairobiwesthospital.com>

Sent: 04 November 2024 03:28 PM

To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>

Cc: Dr.Mina Saini <clinics@nairobiwesthospital.com>; Sanjay Poddar <sanjay.poddar@nairobiwesthospital.com>

Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

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

Dear Mr. Tejawani

We are currently looking to recruit for the following positions:

1. Astd Manager / Manager - Centre Operations (No. of Positions - 2)
2. Astd Manager - Pharmacy Operations (No. of Position - 1)
3. Business Analyst : Reporting to Director (No of Position - 1)

Broadly the approx compensation package for the role post a confirmation of 1 year contract will be as follows:

TOTAL MONTHLY COST TO COMPANY		
	USD	KSH
SALARY (GROSS)	1500	199500
BENEFITS*	1129	150127
TOTAL	2629	349627

Would also like to bring to your notice that salary is paid in Kenya Shillings and none of the benefits is encashable

ADDITIONAL BENEFITS:

- Entitlement to return tickets from Nairobi -India once every two years (Eligibility for the same post successful completion of 1 year of service; ticket can be availed in the second year)
- Additional : Visa/ Dependant pass for spouse/ children under 18 years / travel as applicable
- TNWH Employee Health Insurance cover.

*Benefits include the following : Travel, Tickets. Visa & Permits/ Housing/ Mobile Bill/ Transport Allowance.

Additional benefits which have been mentioned above separately have not been accounted for yet.

Best Regards,
Monisha
Human Resources
The Nairobi West Hospital.
monisha@nairobiwesthospital.com
Mobile : +254-700035540| Office : 0730 600 000

On Sat, Nov 2, 2024 at 3:07 PM Monisha Gossain <monisha@nairobiwesthospital.com> wrote:

Dear Mr. Tejwani

I hope this mail finds you well

Further to our discussion wrt campus recruitment at IIHMR; would like to inform that our Director/ Medical Advisor - Dr. Mina Saini shall be visiting the campus on 9th October'2024; Saturday

We shall be sharing the detailed JDs max by Monday (4th Nov).

Best Regards,
Monisha
Human Resources
The Nairobi West Hospital.
monisha@nairobiwesthospital.com
Mobile : +254-700035540| Office : 0730 600 000

On Wed, Sep 11, 2024 at 5:30 PM Vinod Tejwani <vinodtejwani@iihmr.edu.in> wrote:

Dear Ms. Monisha Gossain,

Greetings from IIHMR University Jaipur!

At the outset let me thank you and your esteemed organisation for your always support.

On behalf of **IIHMR University, Jaipur**, I am pleased to extend a cordial invitation to you and your esteemed organization to visit our campus for the recruitment of the **MBA Batch 2023-25**.

At IIHMR University Jaipur, we offer specialized MBA programs in:

- Hospital and Health Management
- Pharmaceutical Management
- Development Management
- Health Analytics (1st Year)

Our university is dedicated to nurturing professionals who embody excellence, compassion, and a commitment to society. We focus on shaping young minds with the vision to empower themselves and others, providing them with a strong foundation in both theoretical and practical knowledge.

Enclosed with this email is a copy of the **Batch Demography, Course Details** for your kind consideration.

To facilitate the process, we kindly request you to share the below required details for the Final Placements, including:

• Job Description	
• Job Location	
• Eligible Streams	
• Total Vacancies	
• CTC Offered	
• Selection Process	
• Campus Recruitment Date	

We look forward to the possibility of strengthening our relationship with your esteemed organization and hosting you during our Placement season this year. We are excited about the opportunity to form a lasting association through our Campus Recruitment Program (2023-25 batch).

Please feel free to reach out if you need any further information or assistance. I will be happy to assist you.

With Regards,

Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
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HRM/REC-038/001/03/2025

6th March 2025

Mr. Konatham Gowtham Kumar

+918464836693

Email address: gowthamkumar1999@gmail.com

Dear Mr. Konatham,

RE: OFFER LETTER FOR THE POSITION OF A MANAGEMENT TRAINEE/
DISSERTATION PROJECT INTERN AT THE NAIROBI WEST HOSPITAL

The subject matter refers.

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

Position: Management Trainee / Dissertation Project Intern

Duration: Three (3) Months with effect 15th March 2025

Date of Joining: 15th March 2025

Reporting to: Head of Department

Compensation: As per schedule 1 (attached).

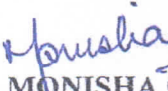
Kindly note that more details about your engagement will be stipulated in the contract which agreement will be signed between you and the hospital after you accept this offer.

This offer is valid up to 9th March 2025 and your response should reach the undersigned on or before 9th March 2025.

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

Yours Sincerely,

FOR: THE NAIROBI WEST HOSPITAL LTD


MONISHA GOSSAIN
HUMAN RESOURCE MANAGER

Acknowledgement:

I K. Gowtham Kumar have read and understood. I agree/disagree with this letter and its content.

Signature: K. Gowtham Kumar Date: 10-03-2025 Time: 7:24 PM

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TNWH/HRM/REC-038

Version: Original

Page 1 of 2


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

THE NAIROBI WEST
HOSPITAL

SCHEDULE I
Mr. Konatham Gowtham Kumar
REMUNERATION

You will be paid a gross salary of Kshs. 82,666 (Eighty-Two Thousand Six Hundred and Sixty-Six). The gross will be subject to statutory deductions i.e. PAYE, NSSF, SHIF and any other as maybe permitted by the law. The salary will be paid at the end of each month.

- Breakdown for the above Gross Remuneration of Kshs 82,666 is inclusive of risk allowance of Kshs. 300

	Amount in Kshs	Amount in Kshs
Gross Pay		82,666.00
Less statutory deduction		
1. PAYE	14,834.00	
2. NSSF	4,320.00	
3. SHIF	2,273.00	
4. Housing Levy	1,240.00	
5. Any other deduction as may be permitted by the law		
NET in Hand		60,000.00



Acknowledgement:

I K. Gowtham Kumar have read and understood. I agree/disagree with this letter and its content.

Signature: *K. Gowtham Kumar* Date: 10-03-25 Time: 7:24 PM

[Signature]
Registrar

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

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Page 1 of 2

19th March 2025

Dear **Koustav Sarkar**,

Congratulations!!

Further to your assessment, we are happy to extend an offer of Internship to you as **Management Trainee** in our firm. Your date of joining will be **7th April 2025**, you will have to report to Bangalore HQ for Clinical and CSS training Program.

The terms of the offer are as follows: -

1. The position will be based out of **Vizag**
2. The period of Internship will be 4 months, and you will be working as a management Intern, and you would be paid a consolidated stipend of Rs 10K/month + Travel expenses as per company policy. You will be eligible for LIGAPRO vs reward program + incentives on sales during Internship period as well.
3. Upon completion of Internship, Designation of **ENERGY DEVICE CONSULTANT**.
4. As ENERGY DEVICE CONSULTANT your CTC will be Rs. 5,00,000/Annum (Fixed pay) + 2,00,000 (50,000/quarterly sales incentive). Additionally, you will get Kicker incentive Campaign rewards which is not the part of CTC mentioned Travel allowances will be as per the company policy. Detailed appointment letter will be provided during the joining.
5. You will be required to sign a bond to be associated with the organisation for 18 months on your appointment as ENERGY DEVICE CONSULTANT. Addition to that you will be bound by non-compete and confidentiality agreement considering the nature of assignment. Detailed appointment letter will be provided at the time of joining

Your performance during the internship period will be evaluated after 4 month and then confirmation for the designation of ENERGY DEVICE CONSULTANT will be given. In case of unsatisfactory performance during Internship the extension of the Internship period will be done for another 3 months. Termination of employment can be done without any notice if intern is found doing unethical activities against the company guideline.

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.**



KUNAL KISHORE
CEO




Registrar
The IIMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029
www.winglobe.in

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

Placements

From: Ashwini K <ksashwini@balpharma.com>
Sent: 11 April 2025 02:06 PM
To: Vinod Tejwani
Cc: N Satheeshkanna; Placements; Shrinivas Pandurang Madhekar
Subject: Re: Regarding Campus Engagement- IIHMR University Jaipur

Follow Up Flag: Follow up
Flag Status: Flagged

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

Dear Mr. Vinod,

Thanks for sharing the Profile of Mr. Mayank and Mr. Shrinivas.

We have considered Mr. Shrinivas Candidature for our IBD team.

He has got selected for API Divison @ Bangalore for the package 4LPA.

He has given his date of joining as 15th Apr'25.

This is for your information.

Regards,
Ashwini K

On Friday 21 March 2025 11:09 AM, Vinod Tejwani wrote:

Dear Ms. Ashwini,

Greetings from IIHMR University Jaipur!

As desired, Please find attach the resumes of 2 interested candidates.

This is for your kind consideration please.

With Regards,



Vinod Tejwani
Dean- Placements & Alumni Relations


A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
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From: Ashwini K <ksashwini@balpharma.com>
Sent: 18 March 2025 01:19 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Subject: Re: Regarding Campus Engagement- IIHMR University Jaipur

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Hi Sir,

We regret to inform you that, our management has not approved for 5LPA.

Regards,
Ashwini K

On Tuesday 18 March 2025 12:56 PM, Vinod Tejwani wrote:

Dear Madam,

Thanks a lot for sharing the requirements.

A small request . Our benchmark salary is 5 LPA . As this is Bangalore location, I request you and leadership team at Bal Pharma to consider the request for salary to be 5 LPA please.

Awaiting for your positive revert so that we can share the requirement with students for nomination.

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
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From: Vinod Tejawani
Sent: 06 March 2025 06:51 PM
To: Ashwini K <ksashwini@balpharma.com>
Subject: RE: Regarding Campus Engagement- IIHMR University Jaipur

Dear Madam,

Thanks a lot for sharing the requirements.

A small request . Our benchmark salary is 5 LPA . As this is Bangalore location, I request you and leadership team at Bal Pharma to consider the request for salary to be 5 LPA please.

Awaiting for your positive revert so that we can share the requirement with students for nomination.

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
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From: Ashwini K <ksashwini@balpharma.com>
Sent: 06 March 2025 06:05 PM
To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>
Subject: Re: Regarding Campus Engagement- IIHMR University Jaipur

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

Dear Mr. Vinod,

Greetings...!!!

Thanks for the mail. As discussed, please find the required details mentioned below:

- Job Description:**

DEPARTMENT: International Marketing	
Sr Executive/Asst Manager	
Sl. No	Job Description
1	Accountable for sales, Marketing, Brand management and Business Development for the assigned territory – Southern Africa
3	Follow up with customers for order generation.
4	To ensure receipt of timely payments from all customers from the assigned territories.
5	Managing operational queries and follow up with internal departments like production, logistics for the timely execution of the orders
6	Responsible for business developmental activities by generating new business opportunities from existing customer.
7	To closely work with the customers to identify the new products to be launched in different countries.

8	Responsible for initiating and taking forward the qualitative developments for the company and managing such developmental projects through strong internal coordination with regulatory team
9	Handling customer queries and responding to the queries on time
11	Preparation of Proforma Invoices to the customers
12	Preparation of Export orders in ERP
13	Co-ordination with the production and Logistics for the timely delivery of the consignments
14	Maintain the sales records (including sales data,)
15	Payment collection projection, payment collection report, Sales plan, Preparation of MIS reports, Sales Report, Export Order Report, Creating, maintaining all the records as per the export software

- **Job Location: Bangalore**
- **Eligible Streams: MBA - Pharma**
- **Total Vacancies: 3 Nos.,**
- **CTC Offered: 3.5LPA to 4LPA**
- **Selection Process: Telephonic/Zoom Interview**
- **Date of Campus Placement:**

Please reach me to below number, if you have any query.

Thanks & Regards,
Ashwini K
94808 11167

On Thursday 06 March 2025 02:27 PM, Vinod Tejawani wrote:

Dear Madam/ Sir,

Greetings from IIHMR University Jaipur!!

At the outset let me thank you for your support.

We will be happy to welcome you and the recruitment team from your esteemed organization to interact and recruit the bright **students from MBA- Hospital and Health Management, MBA- Pharmaceutical Management, MBA- Development Management of Batch 2024, 2025 graduating** from **IIHMR University, Jaipur, Rajasthan for Final Placements .**

The IIHMR University Jaipur offers MBA programs in :

- **MBA in Hospital and Health Management**
- **MBA in Pharmaceutical Management**
- **MBA Development Management**
- **MBA Health Analytics**

The University has given paramount importance to carving out professionals; Integrating within them the vision and values of excellence, compassion, commitment and consciously developing sensitivity towards society. The university celebrates the young minds, instilling within them the character that resonates with people and inspires them to empower themselves and society through good pedagogy and practical knowledge.

Taking the relationship forward we will be happy to invite you and your esteemed organisation for the recruitment drive for the current passing out batch.

We request you to share the **Job Description** for the Final Placement to elicit the interest of the students comprising of the following details:

- **Job Description**
- **Job Location:**
- **Eligible Streams**
- **Total Vacancies**
- **CTC Offered**
- **Selection Process**
- **Date of Campus Placement:**

We welcome you and team from your esteemed organization to IIHMR University Jaipur on any day as per your convenience:

Looking forward to forging stronger ties with you and your esteemed organization and hosting the organization in our Placement season this year and going forward, forming an association with you and your organization as a part of our **Campus Recruitment Program**.

Please suggest good time to speak to take things forward.

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

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--

Thanks and Regards

Ashwini K

Manager - HR

Bal Pharma Ltd.,

5th Floor, Laxhmi Narayan Complex,

Palace Road, Vasanth Nagar, Bangalore.

Phone No. 080-41379543

Mobile No. 94808 11167

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Disclaimer :-

WARNING WARNING WARNING!!!!!!

Dear Business Partners,

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you to please take note of the following points :

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our communication are routed through this e-mail id only.
2. Do not make remittance to any Bank overseas. We receive payments only into
our Indian official Bank Only.

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authority of the Company. If you are not intended recipient, an agent of the
intended recipient or a person responsible for delivering the information to
the named recipient, you are notified that the any use, distribution,
transmission, printing, coping or dissemination of this information in any way
or in any manner is strictly prohibited. If you have received this
communication in error, please delete this mail & notify us immediately at

admin@balpharma.com. Neither the sender nor any 'BALPHARMA LIMITED' entity shall have any responsibility or liability for unauthorized access and/or alteration to this communication, nor for any consequence based on or arising from use of information that may have been accessed or altered by any person. The recipient acknowledges that emails are susceptible to alteration and their integrity can not be guaranteed and that Company does not guarantee that e-mail is virus-free and accepts no liability for any damage caused by virus transmitted by this email. Thank you.

--

Thanks and Regards
Ashwini K
Manager - HR
Bal Pharma Ltd.,
5th Floor, Laxhmi Narayan Complex,
Palace Road, Vasanth Nagar, Bangalore.
Phone No. 080-41379543
Mobile No. 94808 11167

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2. Do not make remittance to any Bank overseas. We receive payments only into our Indian official Bank Only.

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The recipient acknowledges that emails are susceptible to alteration and their integrity can not be guaranteed and that Company does not guarantee that e-mail is virus-free and accepts no liability for any damage caused by virus transmitted by this email. Thank you.

--

Thanks and Regards
Ashwini K
Manager - HR
Bal Pharma Ltd.,
5th Floor, Laxhmi Narayan Complex,
Palace Road, Vasanth Nagar, Bangalore.
Phone No. 080-41379543
Mobile No. 94808 11167

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1. Do not respond to any e-mails other than ending with [Balpharma.com] All our communication are routed through this e-mail id only.
2. Do not make remittance to any Bank overseas. We receive payments only into our Indian official Bank Only.

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Re: Congratulations!

From KARUNA NARUKA <KARUNANARUKA@zydushospitals.com>

Date Mon 4/21/2025 6:37 PM

To Mankodi Arjav Keyur <arjav.pm15@iihmr.in>

Cc Vinod Tejawani <vinodtejawani@iihmr.edu.in> Placements <placements@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>

Subject: Congratulations!

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 Arjav,

We are pleased to inform you that you have been selected for the internship opportunity in **Trainee officer in Business Development** at **Zydus Hospitals Ahmedabad**.

As discussed, your CTC will be 5 LPA (4 LPA Fixed+1 LPA Variable) Upon submission of the marksheet, we will proceed with offering you regular employment in the role of **Trainee officer**.

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



Thanks & Regards,

Karuna Naruka

Human Resources (HR)



6377152557



karunanaruka@zydushospitals.com

Disclaimer: The information contained in this electronic message or in any trailing messages herein or in any attachments to this message is confidential, legally privileged and non-public information, intended to be conveyed only to the designated recipient(s). If you are not the intended recipient of this electronic message, please notify the sender immediately, delete this electronic message and its attachments, without reading or saving them in any manner and preserve its confidentiality. You are hereby notified that any unauthorized distribution, disclosure, copying, review, retransmission, dissemination or other use of this electronic message or the information contained in it, is strictly prohibited and may be unlawful. Before opening any attachment(s) to this electronic message, please check them for viruses and defects. Neither sender nor his/her organization accepts any liability for damage caused by any virus transmitted by this electronic message.' If the disclaimer can't be applied, take no action.

From: **Vinod Tejjwani** <vinodtejjwani@iihmr.edu.in>
To: **NehaShah@Torrentpharma.com** <NehaShah@Torrentpharma.com>; **Anita Thapa** <anitathapa@iihmr.edu.in>
CC: **Anita Thapa** <anitathapa@iihmr.edu.in>; **AnandIyer@TorrentPharma.com** <AnandIyer@TorrentPharma.com>; **ReshmiNaik@TorrentPharma.com** <ReshmiNaik@TorrentPharma.com>; **ShivaniMahadkar@TorrentPharma.com** <ShivaniMahadkar@TorrentPharma.com>
Subject: Re: List of Shortlisted student : IIHMR, Batch 23-25 for PMT, Torrent Pharma Corporate
Date: 02.12.2024 06:27:26 (+01:00)

Dear Ms Neha,

Thanks a lot to you and entire team for your help and support. Thanks for sharing the final selection results.

[@Anita Thapa](#) pl inform the candidates accordingly.

Regards,

Vinod

Sent from [Outlook for Android](#)

From: NehaShah@Torrentpharma.com <NehaShah@Torrentpharma.com>
Sent: Monday, December 2, 2024 10:59:55 AM
To: Vinod Tejjwani <vinodtejjwani@iihmr.edu.in>
Cc: Anita Thapa <anitathapa@iihmr.edu.in>; AnandIyer@TorrentPharma.com <AnandIyer@TorrentPharma.com>; ReshmiNaik@TorrentPharma.com <ReshmiNaik@TorrentPharma.com>; ShivaniMahadkar@TorrentPharma.com <ShivaniMahadkar@TorrentPharma.com>
Subject: List of Shortlisted student : IIHMR, Batch 23-25 for PMT, Torrent Pharma Corporate

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.

Greetings from Torrent Pharma!

This is with reference to the Campus interviews held at IIHMR Jaipur on 26th & 27th November 2024 by Torrent Pharma Corporate office for the batch 23-25, Pharmaceuticals Management students.

We are pleased to announce the names of the shortlisted students for our Product management Team for Ahmedabad & Mumbai location.

Their final location will be confirmed to them before their joining.

As briefed on that day, These shortlisted students will be sent for Pre-employment medical checkup. We have tie up with Apollo clinics. We can have the same lined up at any Apollo clinic in Jaipur post receiving the fitness report – their provisional offer letter shall be released

Kindly take confirmation / acceptance of all these students and confirm their availability for medical check up

Students shortlisted for Product Management Dept

Sr. No.	College Name	Roll No.	Name
1	IIHMR	474	Akshat Geete
2	IIHMR	480	Anjum Naaz
3	IIHMR	518	Kadu Hitisha Avinash


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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

4	IIHMR	525	Manore Vaibhavi Anant
5	IIHMR	542	Pakhale Pooja Bhaskar
6	IIHMR	546	Pramanick Priyanka Himanshu
7	IIHMR	552	Pushpraj Patel
8	IIHMR	567	Sankalp Oltikar
9	IIHMR	573	Shefali Bharat Karmore
10	IIHMR	588	Tanushree Mohan Charde

Apart from above, we would like to explore below two students for our requirements in Market Research/Supply Chain Management role based out at Ahmedabad location

You may take their confirmation on their interest for above roles, Subsequently we may arrange their virtual interaction with Functional HOD

Sr. No.	College Name	Roll No.	Name
1	IIHMR	511	Himanshu Agarwal
2	IIHMR	519	Kartikey Kumar

With this, we are thankful for your hospitality and support during the process.
Looking forward to a fruitful association!

Neha Shah


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 Sanganeer Airport, Jaipur-302029

From: **ShivaniMahadkar@TorrentPharma.com**
<ShivaniMahadkar@TorrentPharma.com>
To: **N Satheeshkanna** <satheeshkanna@iihmr.edu.in>
CC: **Vinod Tejjwani** <vinodtejjwani@iihmr.edu.in>; **Anita Thapa**
<anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR
University, Jaipur
Date: 05.11.2024 05:29:43 (+01:00)

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,

As discussed, kindly get us the list of students interested for PMT role.

Find the details 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. 4.25lpa on joining, 5.00lpa on confirmation

Specialization : Marketing. Students having science background (B.Pharma, B.Sc., Chemical Eng.) is must.

Request you to share the updated list with percentage in 10th, 12th, graduation & latest sem score.

As we are planning to visit the Campus by coming week, request you to provide the list on ASAP so that we can complete the process on fast track.

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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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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

Sent: 25 October, 2024 11:02

To: Shivani Mahadkar/HRD/CRP/Torrent <ShivaniMahadkar@TorrentPharma.com>

Cc: Vinod Tejawani <vinodtejawani@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>

Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

[External : Treat content with extra caution.]

Dear Shivani Ma'am,

As discussed, I would like to share the student's updated details from the batch 2023-25 for your kind perusal.

Please share us the Job Description and the compensation details from your end so that we can inform the students accordingly.

Thanks & Regards,

Logo

N. Satheeshkanna,

Manager - Placements

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

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

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

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OFFER OF EMPLOYMENT
(STRICTLY PRIVATE AND CONFIDENTIAL)

24 December 2024

Dear Manvi Rana,

Congratulations!

We are delighted to formally offer you the position of **Trainee Analyst** at PharmaACE, India.

PharmaACE has a unique philosophy of collaborating with the best people and delivering excellence to our clients for their most critical business problems. We believe in a culture of learning, self-improvement, and honing expertise and thereby driving quality from our employees.

Joining Details:

1. **Start Date:** If you accept this offer, your start date will be **Monday, 10th March 2025**.

2. **Compensation:**

2.1 **Salary:** Your annual gross salary will be **INR 4,70,000**, inclusive of your basic, fixed allowances and provident fund contributions, which will be remitted monthly.

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

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

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

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

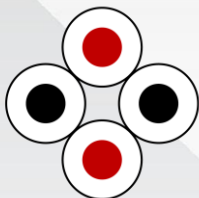
2.4 **Leaves:** Confirmed employees are entitled to 20 Earned leaves, 6 Optional leaves and 4 Core Holidays, a total of 30 leaves annually. There is no carry forward or encashment of leaves. Leaves will be credited to the employee account on a pro-rata basis from the date of Joining.

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

MR

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 receive a written confirmation letter on successful completion of the said probationary period.

4.4 Transferability: Your initial place of posting can be at any of the locations within India from where PharmaACE operates. After joining too, if needed, at a later date, you may be asked to transfer from one location to another, anywhere in India/outside India.

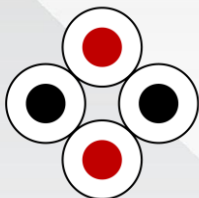
4.5 Notice Period

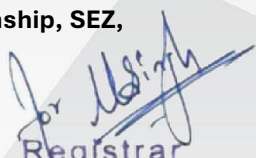
- a. During the probationary period or post confirmation, employer can terminate the employment at any given point of time with immediate effect without salary in lieu of notice, in case of non-performance by the employee or in case of any misconduct including but not limited to, fraudulent, dishonest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

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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.
7. In the event of any dispute related to your employment, the matter shall be referred to a sole arbitrator appointed by the Company/ Employer and the same shall be adjudicated upon by such arbitrator by arbitration at the company's location at Pune, in accordance with the Arbitration and Conciliation Act, 1996. The arbitrator appointed by the Employer will serve as a neutral third party, and the arbitral award if any passed will be final and binding on all the parties and that the fees for arbitration shall be borne in equal proportion by you and the Employer. The proceedings of the arbitration shall be conducted in English.
8. If arbitration is not agreed upon, any disputes arising from or related to this Offer shall be subject to the exclusive jurisdiction of the Courts in Pune, India.

Sincerely,



Ashima Kumar

Head - Training & Development and Corporate Communications

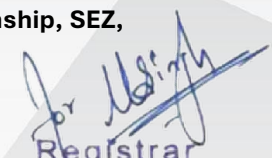
PharmaACE

MR



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Annexure A

Remuneration Details

Manvi Rana

Trainee Analyst

Salary Component	Per Annum (INR)	In words
Basic Salary	4,70,000	Rupees Four Lakhs Seventy Thousand Only
Performance Bonus *	43,000	Rupees Forty-Three Thousand Only
Retention Bonus **	3,00,000	Rupees Three Lakhs Only
Gratuity	32,000	Rupees Thirty-Two Thousand Only
Mediclaime (Notional)	15,000	Rupees Fifteen Thousand Only
Total CTC	8,60,000	Rupees Eight Lakhs Sixty Thousand Only
Income Tax, Professional tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.		

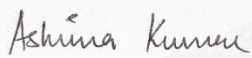
Gross Salary includes Basic Pay, HRA and other allowances, the details of which will be available in your payslip. Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

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

****Retention Bonus:** The applicable Retention Bonus for each year, as outlined initially by the Offer Letter and in years 2 & 3 by the Appraisal letters, will be paid on a monthly basis in that year. If the employee resigns or gets terminated from the organization before 3rd year of their employment starting from the date of their confirmation, he/she will have to settle the Retention Bonus received until then.

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

Best Regards,



Ashima Kumar

Head - Training & Development and Corporate Communications

PharmaACE

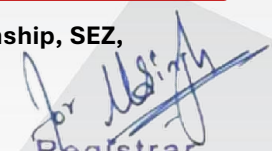
Accepted By: 

Date: Dec 24 2024 14:19 IST



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Annexure B

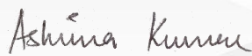
CONFIDENTIALITY AND NON-COMPETE AGREEMENT

A. During the employment period and for a period of 3 years post the last employment date, the employee agrees not to accept any job offer or apply to any jobs in the following companies as these companies compete directly with PharmaACE and its clients:

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

B. During the Employment Period, the Employee may have access to or receive certain information about PharmaACE customers and their projects. All project related information, whether labelled such or not, is designated as Confidential. **Confidential Information** includes information related to PharmaACE and its client's financial statements, budgets and projections, customer identifying information, potential and intended customers, employers, products, computer programs, specifications, manuals, software, analyses, strategies, marketing plans, business plans, and other confidential information, provided orally, in writing, by drawings, or by any other media. The Employee will treat all information as confidential and will not disclose it to any third party. In addition, the Employee shall use due care and diligence to prevent the unauthorized use or disclosure of that information.

Best Regards,



Ashima Kumar

Head - Training & Development and Corporate Communications

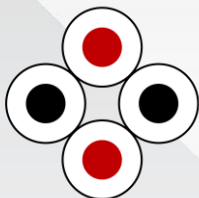
PharmaACE

Accepted By: 

Date: Dec 24 2024 14:19 IST



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12th February 2025

Dear **Marakana Bhargav Vipulbhai**

Congratulations!!

Further to your assessment, we are happy to extend an offer of employment to you as **Management Trainee** in our firm. Your date of joining will be **1st April 2025**, you will have to report to Bangalore HQ for joining and CSS training Program.

The terms of the offer are as follows: -

1. The position will be based out of **Surat**
2. For the first 4 months of employment, you will be working as an intern (Management trainee) and you would be paid a consolidated stipend of Rs 20K/month + Travel expenses as per company policy. You will be eligible for LIGAPRO vs reward program during Internship period as well.
3. Upon completion of Internship, designation of **ENERGY DEVICE CONSULTANT** will be given.
4. As ENERGY DEVICE CONSULTANT your CTC will be Rs. **4,00,000/Annum (Fixed pay) + 2,00,000 (50,000/quarterly sales incentive)**. Additionally, you will get **Kicker incentive + Campaign rewards which is not the part of CTC mentioned**. Travel allowances will be as per the company policy.
5. You will be required to sign a bond to be associated with the organisation for 18 months on your appointment as ENERGY DEVICE CONSULTANT. Addition to that you will be bound by non-compete and confidentiality agreement considering the nature of assignment. Detailed appointment letter will be provided at the time of joining.

Your performance during the Internship period will be evaluated after 3 month and then confirmation for the designation of ENERGY DEVICE CONSULTANT will be given. In case of unsatisfactory performance during Internship the extension of the Internship period will be done for another 3 months. Termination of employment can be done without any notice if intern is found doing unethical activities as per the company guideline.

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.



KUNAL KISHORE

CEO


Registrar

The IIMR University
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

APPOINTMENT LETTER

Dear **Mr.MEVIN MATHEW**,

Congratulations! Welcome to Anthea Pharma Pvt Ltd.

It is a pleasure to welcome you as a member of our company. We are confident that your employment with us will prove mutually beneficial and rewarding.

The following terms will govern your employment with us:

1. COMMENCEMENT DATE

Your appointment as Company's full-time employee shall be effective from the date of joining i.e **24 Mar, 2025**

2. COMPENSATION & BENEFITS

You will be paid total emoluments of **Rs. INR 6,00,000.00 (INR Six Lakh Rupees)**- per annum. For the detailed breakup of your Compensation and other company benefits see Annexure B.

3. PLACE OF POSTING

Your place of posting at present will be at Hyderabad. During the period of employment with the Company, the Company may at any time, in its sole discretion, transfer you to any other department/ subsidiary/ affiliate of the Company or to any other location of Company. Your refusal to transfer may be regarded as a breach of your contract of employment and would lead to summary dismissal.

4. DESIGNATION & GRADE

At the time of appointment, you would be designated as **EXECUTIVE – SCM**. However, the Company shall have the sole right to modify your designation or transfer you to a different role and designation.

5. PAST RECORD

If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, you will be liable for removal from service without any notice.


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OFFER OF APPOINTMENT



December 19, 2024

Mr. Suyash Sanjay Mishra
G - 1, Shukla Compound,
Bolsar, Khairia, Thane,
Maharashtra - 401501

Dear *Suyash*,

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 2025**. 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 **Executive Trainee** in Grade **GET**.
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 nine months 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 two months (60 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

01st July 2025

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

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COMPENSATION & BENEFITS PROGRAM

Name	Suyash Sanjay Mishra
Designation	Executive Trainee
Location	Mumbai

	GRADE	GET	
	Compensation Details	Per Month (In Rs.)	Per Annum (In Rs.)
A	Basic	23,480	281,760
	House Rent Allowance	11,740	140,880
	Adhoc Allowance	18,749	224,988
	Education Allowance	200	2,400
	TOTAL [A]	54,169	650,028
B	Annual Allowances		
	Leave Travel Allowance		7,000
	Retirals		
	Provident Fund (12% Of Basic)		33,811
	Gratuity (4.81% Of Basic)		13,553
	TOTAL [B]		54,364
C	TOTAL FIXED CTC [A+B]		704,392
D	Bonus / Exgratia *		40,610
E	Target Performance Incentive		55,000
F	Total CTC [C+D+E]		800,002

- 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.1,25,000/-** 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.8,00,000/-** 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 19, 2024

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2323. Corporate Identity Number: L241OOMH1983PLC029

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Miss Mitali Bisen
Suyog Colony Goregaon
Gondia Maharashtra - 441801

Dear Mitali,

Sub: Offer of Employment

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

We take pleasure in inviting you to join the NH team as **Deputy Manager - Materials Management** at Corporate Office Narayana Health, 261/A, 2nd Floor, Bommasandra Industrial Area, Anekal Taluk, Bangalore-560099. You will report to **Senior General Manager - Materials Management at NH**. We believe that you will be a valuable addition to the NH team and wish you all success in this assignment. Your compensation is detailed in **Annexure 2**.

Working Hours: The Hospital operates 24 hours across 7 days a week. Your work hours will be intimated to you by your reporting manager. Please note that NH, as a service organization, accords high priority to customer service levels and therefore depending upon criticality of the requirements, you shall be required to accommodate changes to your work schedule as decided and communicated to you by the Organisation from time to time.

Date of Reporting: You are required to join duty no later than **09/06/2025** at 9:00 a.m. In the event of your failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by us. In case you need to extend your joining date, please discuss the same with us and your revised joining date will be communicated by us. You are required to report to the Human Resource Department to complete your joining formalities.

Probation and Notice Period: You will be on probation for a period of Six months from the date of joining. The notice period during the probation period will be one month, subsequently upon confirmation your notice period shall be Two months. Upon acceptance of this offer and reporting for duty a formal e- Appointment Letter will be available in the HRMS. Please notify HR incase of any clarification.

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

Please note that the validity of this offer letter is subject to satisfactory completion of a background reference check and your medical fitness as per the pre-employment medical check-up which you shall undergo on the day of joining. Details of the medical check-up is available in Annexure1.

Please note that the terms of this offer are strictly confidential between you and NH. If you have any queries please contact Human Resources Department.

We look forward to having you on board and wish you a long and successful career at NH. Please sign and return the duplicate copy of this offer letter of your acceptance no later than **28/05/2025**. The validity of this offer will be contingent on your acceptance.

Best Wishes,



Sirshendu Mookherjee

Group Chief Human Resources Officer (Group CHRO)


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Narayana Hrudayalaya Limited

(Previously Narayana Hrudayalaya Pvt. Ltd.) CIN: U85110KA2000PLC027497

Registered Office: #258/A, Anekal Taluk, Hosur Road, Bommasandra Industrial Area, Bengaluru, Karnataka - 560099.

Corporate Office: Narayana Health, 261/A, 2nd Floor, Bommasandra Industrial Area, Anekal Taluk, Bangalore-560099.

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

Annexure 1: Explanatory Notes and Documents at the time of joining

1. Basic salary is fully taxable.
2. HRA is 60% of Basic salary. This will be subject to tax as per the applicable tax statutes.
3. Conveyance Allowance is for commuting from residence to office and back.
4. The employer's contribution to PF will be as per EPF Act 1952.
5. Flexi Allowance is payable to on monthly basis and is fully taxable.

The tax exemption for all categories of allowances is subject to prevailing Income tax laws.

Documents to be submitted at the time of joining:

1. Photocopies of all educational documents of school leaving (10th & 12th) , Graduation, Post-Graduation (if applicable).
2. Photocopy of the relieving letter from your previous organization.
3. Photocopies of the last 3 months salary slip, offer/appointment letter or a salary certificate from the previous employer.
4. Photocopy of PAN (Permanent Account Number) card, Aadhaar card and Address Proof.
5. Five (5) passport and one stamp size colour photographs.
6. Cancelled Cheque leaflet.
7. Duly signed offer letter.

The originals of the above mentioned documents are mandatory to be produced at the time of joining and the same will be returned to you after verification.

List of Medical Tests -

Fitness certificate from any major hospital where the following test have been referred.

Clinical Staff	Non-Clinical Staff
• Serology tests (HCV, HbsAg) • CBC • Blood Group RH factor • Chest X - Ray • Eye Check - Up • Hepatitis B Vaccine • Hepatitis B Antibody Titre	• CBC • Chest X - Ray • Eye Check - Up

Please note that the above tests would be performed free of cost* across NH network upon joining. However, if you choose to provide us a fitness certificate from other hospitals, NH shall not be liable to reimburse such expense claims.

*Free medical tests are only for the above listed ones. For further tests outside the ones listed above, as per the advice by the Doctors in declaration of your fitness, you shall arrange to pay for such additional tests as recommended.


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

Annexure 2- CTC Details

Name: Miss Mitali Bisen

Effective Date: 09/06/2025

Your total annual compensation will be **INR 1000008**. Your compensation will be subject to deduction of tax at source as per statutory regulations. The break-up of the compensation is as under:

Components	In INR p.a.	Payable (Prorated)
Basic	350004	Monthly
HRA	210000	Monthly
Conveyance Allowance	42000	Monthly
Flexible allowance	359568	Monthly
Provident Fund	21600	Monthly
Gratuity	16836	Monthly
Total CTC	1000008	

National Pension Scheme (NPS) : You have an option to subscribe to NPS. If you choose to exercise this option, kindly intimate the HR Department before joining services of NH. In such an event, your CTC will be restructured to factor your subscription to NPS.

Gratuity: You will be covered under the Payment of Gratuity Act and will be eligible for gratuity benefits under the scheme after completion of stipulated period of employment at NH. The gratuity is payable on retirement from service or separation from the company on meeting the conditions of the act.

Insurance Benefits: You will be covered under Group Mediciam (GMC), Group Term Life (GTL) and Group Personal Accident (GPA) benefits as outlined in the NH Insurance Benefits Policy.

Declaration:

I have read and understood the terms and conditions of the offer contained herein and I am happy to accept them for employment with NH. I will be joining NH on or before **09/06/2025** at 9:00am.

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

Signature:

Date: 26/05/2025

Name: Mitali Bisen


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

18th March 2025

Dear Mousham Kumari,

Congratulations!!

Further to your assessment, we are happy to extend an offer of employment to you as **Management Trainee** in our firm. Your date of joining will be **7th April 2025**, you will have to report to Bangalore HQ for joining and CSS training Program.

The terms of the offer are as follows: -

1. The position will be based out of **Bangalore**
2. For the first 4 months of employment, you will be working as an intern (Management trainee) and you would be paid a consolidated stipend of Rs 20K/month + Travel expenses as per company policy. You will be eligible for LIGAPRO vs reward program during Internship period as well.
3. Upon completion of Internship, designation of **ENERGY DEVICE CONSULTANT** will be given.
4. As ENERGY DEVICE CONSULTANT your CTC will be Rs. **5,00,000/Annum (Fixed pay) + 2,00,000 (50,000/quarterly sales incentive)**. Additionally, you will get **Kicker incentive + Campaign rewards which is not the part of CTC mentioned**. Travel allowances will be as per the company policy. Detailed appointment letter will be provided during the joining.
5. You will be required to sign a bond to be associated with the organisation for 18 months on your appointment as ENERGY DEVICE CONSULTANT. Addition to that you will be bound by non-compete and confidentiality agreement considering the nature of assignment. Detailed appointment letter will be provided at the time of joining.

Your performance during the Internship period will be evaluated after 4 month and then confirmation for the designation of ENERGY DEVICE CONSULTANT will be given. In case of unsatisfactory performance during Internship the extension of the Internship period will be done for another 3 months. Termination of employment can be done without any notice if intern is found doing unethical activities against the company guideline.

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.**



KUNAL KISHORE
CEO

Mousham Kumari

for Mousham
Registrar

The IIHMR University
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

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

Corporate Office:

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

www.winglobe.in



14/04/2025

Naina Soni
Patnipura
Indore
452001

Dear Naina,

Welcome to IQVIA™

On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 86,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Analyst - 130}. You will be based in Gurugram, India (INGUR5, 42.5). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS COMPENSATION : INR ₹700,000.00

PROVIDENT FUND : INR 33600

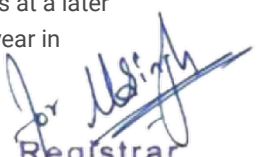
FIXED COST TO COMPANY : INR 733,600

ANNUAL INCENTIVE PAY TARGET* : INR 70000

TOTAL COST TO COMPANY : INR 803,600

ANNUAL INCENTIVE PAY TARGET*

You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in


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which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

BENEFITS:

- Gratuity: The eligibility and amount of this benefit is as per the applicable laws.
- Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.
- Group Mediclaim: Employee and family members are covered as per prevailing Company Policy.
- Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.

This offer is contingent upon your successful completion of your current degree. You are required to produce the original pass certificate/ mark sheet by the end of your probation period certifying that you have successfully completed the degree, failing which the company may, in its sole discretion, elect to terminate or suspend your employment immediately.

You will be participating in "Quintiles Certified Professional "(QCP) program which would be sponsored by Quintiles and delivered at Gurugram, India (INGUR5, 42.5).

Please note that this offer is contingent upon you clearing the assessment under the QCP program

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Ullas KS
Director, Talent Acquisition Team

For IQVIA Analytics Services Private Limited (IN03)


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Joining Date: 21-Apr-2025

signHere1


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Registered Office

IQVIA Analytics Services Private Limited

(Formerly Known as IMS HEALTH ANALYTICS SERVICES Pvt Ltd)

CIN: U74140KA2003PTC032950

Omega, Embassy TechSquare, Kadubeesanahalli Marathahalli-

Sarjapur Outer Ring Road. Bangalore - 560103

www.iqviam.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 21-Apr-2025 is made and entered by {IQVIA Analytics Services Private Limited (IN03)} (hereinafter "IQVIA" and Naina Soni, AGED ({24} (DOB: {Thursday, February 15, 2001}), [S-D]/o {Rajesh Soni} having Aadhar No. {539873137272} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Analyst and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

1. **EMPLOYMENT** IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. **NATURE OF EMPLOYMENT** This Executive shall serve as a Analyst and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.

2.3 This Executive's base of operation shall be Gurugram, India (INGUR5, 42.5) subject to business travel as may be


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necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. COMPENSATION

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. ₹700,000.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

4. TERM OF EMPLOYMENT

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:

(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and


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(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari pasu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

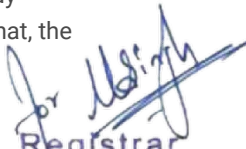
- (i) your performance of your job in an unsatisfactory manner, as determined by the Company;
- (ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;
- (iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;
- (iv) your misconduct, violation of any law classified as a felony or dishonesty; or
- (v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").

Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any body-corporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the


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Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

5. COMPENSATION AND BENEFITS UPON TERMINATION

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.

5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.5, liquidated damages in an amount equal to the Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.


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5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES

6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:


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(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company; or

(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the


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issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.

6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. **RELEASE** Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

8. EMPLOYEE REPRESENTATIONS

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not (i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.


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(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

- (i) Gain unauthorized access to the computer system or computer network; or
- (ii) Download, copy or extract any information or data from such system; or
- (iii) Introduce any harmful code; or
- (iv) Cause any damage to the system or network; or
- (v) Cause the non-functioning or malfunctioning of any system or network; or
- (vi) Cause denial of access to any authorized person to the system or network; or
- (vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
- (viii) Tamper or manipulate any system or network with the object of operating the account of another person; or
- (ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or
- (x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.

(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA confidential information shall include, but not limited to:

- (i) IQVIA data and databases.
- (ii) Statistical methodologies, computer software and documentation.
- (iii) Information about employees (including compensation, benefits and performance reviews).
- (iv) Lists of customers and prospective customers.
- (v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
- (vi) Methods of doing business and business processes.


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- (vii) Financial information relating to the performance of the Company.
- (viii) Internal policies accessible only to employees during employment.
- (ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.

(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and



obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. **NOTICES** All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:

If to the Executive, to: Executive's Residential Address

Naina Soni
Patnipura
IndoreIndia
452001

If to the Company, to:

IQVIA
OFFICE OF GENERAL COUNSEL,
Omega Embassy TechSquare
Marathahalli- Sarjapur Outer Ring Road
Kadubeesanahalli
Bangalore 560103
Office: + 91 80 3769 0000/0100
Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. **WAIVER OF BREACH** The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.

11. **ENTIRE AGREEMENT** Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other understandings and agreements, oral or written, between the parties with respect to the subject matter of this


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Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. **SEVERABILITY** If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. **PARTIES BOUND** The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.

14. **GOVERNING LAW** This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

signHere1

For and on behalf of
IQVIA Analytics Services Private Limited (IN03)

Ullas KS
Director, Talent Acquisition Team


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Offer Letter

25/10/2024

Ref. No: - OL/CRPL/24-25

**TO,
MR. HARSHAWARDHAN NALWADEY
NANDED,
MAHARASHTRA**

Dear Mr. Harshawardhan,

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.

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.

**MAX D'SOUZA
VICE PRESIDENT – HUMAN RESOURCE**

- 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.
- 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.
- You will not be eligible for prorata base increment for the year 2024.
- 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

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Sanganer Airport, Jaipur-302029

Ramavatar Saini

From: Nutan Mishra <nutanm@coronaremedies.com>
Sent: 28 October 2024 12:46
To: N Satheeshkanna; Vinod Tejawani
Cc: Max D'Souza; Bhaven Shah; Anita Thapa; Bhaven Shah; Vishva Dave
Subject: Congratulations to All Offered Students- IIHMR Jaipur
Attachments: Offer Letter - Harshawardhan Nalwadey.pdf; offer letter- Ruchila Fating.pdf; offer letter- Prinsi Gangurde.pdf; offer letter- Soham Mirani.pdf; IIHMR CTC Breakup.pdf; Offer Letter - Ms. Binali Contractor.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

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

Dear Satheesh,

Congratulations to all the students who have been offered positions with us!

We are pleased to attach the offer letters for your reference.

Ms. Binali Contractor has been offered the position of **Trainee Analyst - Supply Chain Management (SCM)**. She is required to join us on or before **1st January 2025**.

A few important points to note:

- **Joining Date:** The students will be joining CORONA on **1st August 2025**.
- **Initial Training:** For the first 6 months, it is essential for them to work in the field and gain practical experience.
- **Requirements:** Each candidate will need to have their own two-wheeler for city-based fieldwork.

Students Name	DOJ
Ms. Ruchila Fating	1st August 2025.
Mr. Soham Mirani	1st August 2025.
Ms. Prinsi Gangurde	1st August 2025.
Mr. Harshwardhan Nalwadey	1st August 2025.

Please let us know if you have any questions or need further assistance.

Best regards,

Nutan Patel
Senior Manager - Corporate HR


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Sanganer Airport, Jaipur-302029

**CORONA Remedies Private Limited**

CORONA HOUSE, "C", Mondeal Business Park,
Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: +91 9727443532

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

Sent: 24 October 2024 11:39

To: Nutan Mishra <nutanm@coronaremedies.com>

Cc: Max D'Souza <maxd@coronaremedies.com>; Bhaven Shah <bhavens@coronaremedies.com>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>

Subject: Re: Final List of Candidates for Interview at CORONA Remedies HO & Reimbursement for 3-Tier AC Travel Fare

Dear Ma'am,

Greetings!!!

As desired, I would like to share the students travel plan with this mail for your kind perusal. Also, We have asked the students to report at your esteemed organization at 10:00 AM tomorrow.

This is for your kind information.

Students Name	Train No. and Name	Depature	Arrival
Ms. Ruchila Fating	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Mr. Soham Mirani	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Ms. Prinsi Gangurde	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Ms. Shefali Karmore	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Mr. Hashmukh Chaudhary	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Mr. Harshwardhan Nalwadey	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Ms. Sakshi Zod	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Ms. Purva Pandya	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Ms. Vinamrata Shetty	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm

Thanks & Regards,



N. Satheeshkanna,
Manager - Placements


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Sanganer Airport, Jaipur-302029



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

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

From: Nutan Mishra <nutanm@coronaremedies.com>

Sent: 21 October 2024 17:42

To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

Cc: Max D'Souza <maxd@coronaremedies.com>; Anita Thapa <anitathapa@iihmr.edu.in>; Bhaven Shah <bhavens@coronaremedies.com>

Subject: RE: Final List of Candidates for Interview at CORONA Remedies HO & Reimbursement for 3-Tier AC Travel Fare

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

Dear Satheesh

As per our previous discussions, we are pleased to inform you that CORONA remedies will be providing reimbursement for 3-tier AC travel fare for your journey to and from.

Please follow the steps below for the reimbursement process:

1. Kindly retain the original tickets or e-tickets for both the onward and return journeys.
2. Submit the travel fare receipts within [2 days] after completing the journey.
3. Ensure the documents are sent to HR for processing.

If you have any questions or need further clarification, feel free to reach out to us at [9727443532].

We look forward to welcoming you soon!

Best Regards,

Nutan Patel

Senior Manager - Corporate HR



CORONA Remedies Private Limited

CORONA HOUSE, "C", Mondeal Business Park,
Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: +91 9727443532

From: Nutan Mishra

Sent: 21 October 2024 17:28

To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

Cc: Max D'Souza <maxd@coronaremedies.com>; Anita Thapa <anitathapa@iihmr.edu.in>; Bhaven Shah <bhavens@coronaremedies.com>

Subject: Final List of Candidates for Interview at CORONA Remedies HO

Dear Satheesh,

Please find below the final list of shortlisted candidates. We kindly request you to arrange for them to come to our Head Office for the final interview and discussion.

Candidate List:

1. Ms. Ruchila Fating
2. Mr. Soham Mirani
3. Ms. Prinsi Gangurde
4. Ms. Shefali Karmore
5. Mr. Hashmukh Chaudhary
6. Mr. Harshwardhan Nalwadey
7. Ms. Sakshi Zod
8. Ms. Purva Pandya
9. Ms. Vinamrata Shetty

Date: 25th October 2024 (Friday)

Venue:

CORONA Remedies Pvt. Ltd.
T, C, S Mondeal Business Park
Near Gurudwara, Thaltej, Ahmedabad

Contact Person:

Ms. Nutan Patel – +91 97274 43532

Please let me know if you require any further details.

Thank you!

Best regards,

Nutan Patel

Senior Manager - Corporate HR



CORONA Remedies Private Limited

CORONA HOUSE, "C", Mondeal Business Park,
Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: +91 9727443532

From: Nutan Mishra

Sent: 17 October 2024 13:03

To: 'Vinod Tejwani' <vinodtejwani@iihmr.edu.in>; 'N Satheeshkanna' <satheeshkanna@iihmr.edu.in>

Cc: Max D'Souza <maxd@coronaremedies.com>; 'Anita Thapa' <anitathapa@iihmr.edu.in>

Subject: Travel Plan and Orientation Schedule for Jaipur Visit

Dear Satheesh,

Please find below the travel plan and orientation schedule for our upcoming visit to Jaipur:

Orientation Session:

- **Date:** 18th October 2024
- **Time:** 09:30 am (sharp)
- **Venue:** Classroom seating
- **Agenda:**
 - Formation and announcement of groups in the classroom.
 - **Process:**
 1. **Aptitude Test:** To be conducted in the classroom.
 2. **Group Photo :** with the students
 3. **First Round (Project Making):** 45 minutes will be allocated for project making, followed by 15 minutes for presentation.
 4. **Second Round (PI):** Personal Interviews.

Attendees:

- **18th October 2024 at Jaipur (tkts attached)**
 - Ms. Richa Shah – Sr. Manager, Corporate Strategy
 - Ms. Nutan Patel – Sr. Manager, Corporate HR
- **19th October 2024 at Jaipur:**
 - Mr. Anshul Satija – AVP, Sales and Marketing

Travel Plan:

- **Departure:** 18th October 2024 at 18:00 hrs to Jaipur (Richa Shah and Nutan Patel)
- **Return:** 19th October 2024 at 22:45 hrs from Jaipur to Ahmedabad (Richa Shah, Nutan Patel, Anshul Satija)

Return Travel Details:

- **19th October 2024:** Our return flight is scheduled for 22:45 hrs, and we aim to reach the airport by 21:00 hrs.

Please let me know if you need any additional information.



Best Regards

Nutan Patel

Senior Manager -Corporate HR

Tel: 079- 40233000 Extn : 254

Mobile: +91 9727443532

Email : nutanm@coronaremedies.com



<https://www.linkedin.com/in/nutan-patel-71b63a7/>

At CORONA REMEDIES it's not Human Resources but Resourceful Humans

Hormones: Tabs, Soft Gel Caps, Gel, Cream, Ointments
General OSD: Tabs, Cap, Tab in cap, Tab+granules in a Cap
General Effervescent: Effer tabs, Effer granules/ Powder in sachets
Others: Nutraceuticals, Oral Liquid/Syrups

From: Nutan Mishra

Sent: 25 September 2024 11:04

To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

Cc: Max D'Souza <maxd@coronaremedies.com>; Anita Thapa <anitathapa@iihmr.edu.in>

Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

Dear Sir

A slight change in the date we have rescheduled the dates to **19th October 2024 .**

Nutan Patel

Senior Manager - Corporate HR



CORONA Remedies Private Limited

CORONA HOUSE, "C", Mondeal Business Park,

Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: +91 9727443532



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

Sent: 23 September 2024 19:15

To: Nutan Mishra <nutanm@coronaremedies.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

for Mishra
Registrar

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

Cc: Max D'Souza <maxd@coronaremedies.com>; Anita Thapa <anitathapa@iihmr.edu.in>

Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

Dear Madam,

Thanks a lot. We will share the JD with students and will share the list of interested candidates with you shortly.

We are also blocking the Calander for 05th October 2024 to welcome team Corona Remedies.

Dear @N Satheeshkanna please take it forward with students and share the list of interested candidates.

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: Nutan Mishra <nutanm@coronaremedies.com>

Sent: Monday, September 23, 2024 7:10 PM

To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>

Cc: Max D'Souza <maxd@coronaremedies.com>

Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

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

Dear Vinod Ji,

We kindly request you to share a list of Students who you believe would be interested in the opportunity we have to offer. Once we receive the list, we plan to organize a screening process at our campus. During this event, the Students will be given a small assignment to assess their skills and abilities.

Following the group assignment, we have planned one-on-one personal interviews with the candidates. For this, we have assembled a panel of experienced professionals who will be conducting the interviews:

- Ms. Richa Shah – Sr. Manager Corporate Strategy
- Ms. Nutan Patel – Sr. Manager Corporate HR

The selection process will be based on the candidates' performance in the group assignment as well as their performance in the personal interview. We believe this comprehensive evaluation will help us identify the most suitable candidates for the position.

After the campus screening and personal interviews, the final shortlisted candidates will be invited to our Head Office for further discussions regarding the role, as well as salary negotiations.

We appreciate your support and assistance in this crucial hiring process. Please feel free to reach out if you need any further information or if you have any questions. We are looking forward to collaborating with you to identify the best talent for our organization.

Thank you for your cooperation.

COMPANY PROFILE

I trust this email finds you in good health.

On behalf of Corona Remedies Private Limited, I extend my heartfelt gratitude for the invitation to the IIHMR University campus hiring event scheduled for **05th Oct 2024**.

We are enthusiastic about participating in the event and engaging with the talented students of IIHMR University. At Corona Remedies, we take immense pride in our innovative work culture and the unique concept of "Care for Coronates," which has propelled us to the forefront of the pharmaceutical industry. With a team of over 4200 talented professionals, we have not only witnessed growth but have also made significant contributions to the industry.

We are specifically looking to recruit skilled individuals for our Corporate Strategy Team, particularly for the position of Management Trainee. This role involves working on diverse Corporate Projects related to Digital Marketing, Market Research, Medico-Marketing, and Brand Management. We are seeking candidates with strong analytical skills, a passion for Medico-Marketing and Corporate Strategy, as well as exceptional interpersonal and communication skills.

Position: Management Trainee – Corporate Strategy Team

Qualification: M.Pharma/M.B.A or B.Pharma/M.B.A

Job Location: Ahmedabad

CTC Range: Up to 5.50 LPA

Job Responsibilities:

- Analyse and share reports on business audit for targeted therapy & brand
- Conduct market understanding, competition mapping, targeting, and segmentation exercises for brand planning
- Develop creative marketing communication in line with product positioning & communication objectives
- Coordinate with partners to identify gaps and execute marketing strategies
- Conduct various digital promotion activities, including Virtual CMEs and Social Media Engagement
- Provide Medico-Marketing Training, conduct CME/RTM/Webinars as needed
- Understand the molecule from a medical perspective, identify differentiation points vs competitors, review newer studies published
- Assist & Co-ordinate with Medical/Marketing team for certain projects on a need basis

Our team is eager to join the campus placement event on 07th November 2023, starting from 10:30 AM onwards. We are excited about the prospect of meeting the promising students of IIHMR University who share our commitment to innovation and excellence.

Once again, thank you for extending this invitation to us. If you require any additional information or have any queries, please do not hesitate to reach out. We are looking forward to a fruitful and engaging event.

Nutan Patel
Senior Manager - Corporate HR



CORONA Remedies Private Limited

CORONA HOUSE, "C", Mondeal Business Park,
Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: +91 9727443532



From: Vinod Tejjwani <vinodtejjwani@iihmr.edu.in>

Sent: 23 September 2024 19:05

To: Nutan Mishra <nutanm@coronaremedies.com>

Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_ IIHMR University, Jaipur

Dear Madam,

We welcome team Corona Remedies to IIHMR University Jaipur .

Request you to share the JD along with tentative dates so that we can block the Calander and share the JD with stduents for nomination.

With Regards,



Vinod Tejjwani

Dean- Placements & Alumni Relations

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

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


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



M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

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From: Nutan Mishra <nutanm@coronaremedies.com>

Sent: Monday, September 23, 2024 6:53 PM

To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>

Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

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We are planning to come in 1 week of Oct 2024

Nutan Patel

Senior Manager - Corporate HR



CORONA Remedies Private Limited

CORONA HOUSE, "C", Mondeal Business Park,
Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: +91 9727443532



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

Sent: 23 September 2024 18:51

To: Nutan Mishra <nutanm@coronaremedies.com>

Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

Dear Ms. Nutan,

Greetings from IIHMR University Jaipur!

At the outset let me thank you and team Corona Remedies for your always support.

On behalf of **IIHMR University, Jaipur**, I am pleased to extend a cordial invitation to you and your esteemed organization to visit our campus for the recruitment of the **MBA Batch 2023-25**.

At IIHMR University Jaipur, we offer specialized MBA programs in:

- **Hospital and Health Management**
- **Pharmaceutical Management**
- **Development Management**
- **Health Analytics (1st Year)**

Our university is dedicated to nurturing professionals who embody excellence, compassion, and a commitment to society. We focus on shaping young minds with the vision to empower themselves and others, providing them with a strong foundation in both theoretical and practical knowledge.

Enclosed with this email is a copy of the **Batch Demography, Course Details** for your kind consideration.

To facilitate the process, we kindly request you to share the below required details for the Final Placements, including:

• Job Description	
• Job Location	
• Eligible Streams	
• Total Vacancies	
• CTC Offered	
• Selection Process	
• Campus Recruitment Date	

We look forward to the possibility of strengthening our relationship with your esteemed organization and hosting you during our Placement season this year. We are excited about the opportunity to form a lasting association through our Campus Recruitment Program (2023-25 batch).

Please feel free to reach out if you need any further information or assistance. I will be happy to assist

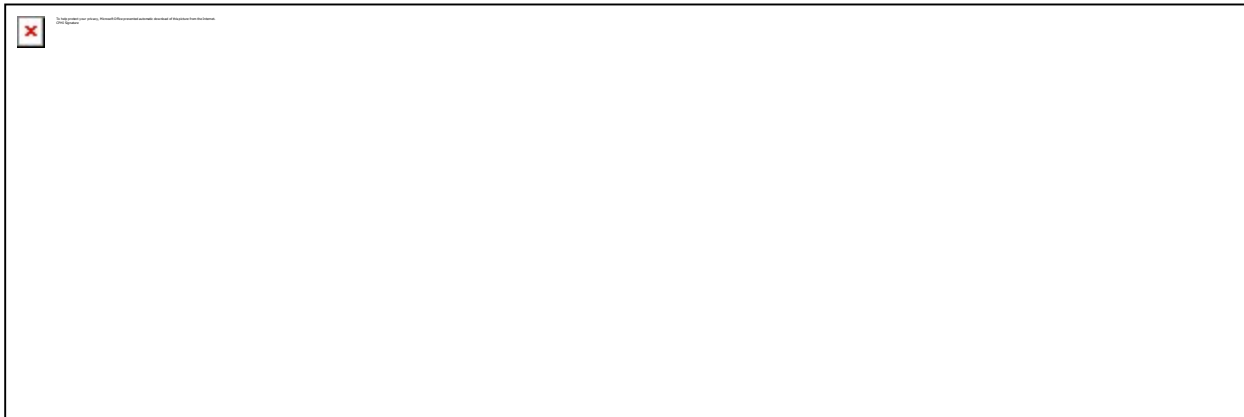
With Regards,



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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Placements

From: Narayani Mahendra Tiwari
Sent: 30 May 2025 04:13 PM
To: Placements
Subject: Sharing Offer letter.
Attachments: MBA Offer_June batch (West&South).pdf

Dear Placement cell,
I'm happy to share that I have got an offer letter from GSK.

Best regards,
Narayani Tiwari

From: Saloni Shinde <saloni.c.shinde@gsk.com>
Sent: Thursday, May 22, 2025 5:42:00 PM
Cc: Payal Verma <payal.8.verma@gsk.com>; ZAINAB TINWALA <zainab.x.tinwala@gsk.com>; BHARGABI POLLEY <bhargabi.s.polley@gsk.com>; Simran Pawar <simran.x.pawar@gsk.com>
Subject: Congratulations on your offer!

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 Candidate,

Congratulations, on your selection for the position of Medical Business Associate – Altus with GSK !!

Attached is our compensation offer. Please send me your acceptance at the earliest, to enable us to initiate the onboarding formalities. Please also respond to this email with your resignation and its acceptance in your current organization (If applicable) on or before 31st May '25.
Your date of joining will be on 9th June 2025.

Notice Period Buyout : The notice period loss from previous employer will be reimbursed against proof. You will be required to submit a copy of your Full & Final settlement along with tax computation sheet of previous employment. Should you voluntarily resign or be terminated from the services of the company within 1 year from the date of joining, you will be liable to repay the entire sum.

Kindly note that your appointment with GSK is subject to background verification clearance, medical fitness to work on the field and completion of all the academic commitments. Post joining, training attendance is mandatory.

Warm Regards,



Saloni Shinde
Talent Acquisition
Specialist.
GlaxoSmithKline
Pharmaceuticals Ltd.
Dr Annie Besant Road,
Worli, Mumbai
Maharashtra 400030


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

Make flexibility work: I am sending this email at a time that is convenient to me. Pls read and respond at a time that is convenient for you and that fosters a healthy work-life balance.



GSK monitors email communications sent to and from GSK in order to protect GSK, our employees, customers, suppliers and business partners, from cyber threats and loss of GSK Information. GSK monitoring is conducted with appropriate confidentiality controls and in accordance with local laws and after appropriate consultation.


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



COMPENSATION ITEMS	Salary
Basic + DA	
Basic	170
Variable D.A.	27,496
Total A	27,666
ALLOWANCES	
House Rent Allowance	2,525
Education Allowance	1,275
Communication Allowance	500
Medical Allowance	1,250
Total B	5,550
Sub Total A + B	33,216
Less : PF Own contr 12% on (Basic + DA)	-3,320
Less : Professionl Tax	-200
Total in hand (Monthly)	29,696
ANNUAL	
Leave Travel Allowance	967
Total C	967
Sub Total A + B + C	34,182
RETIRALS	
Company's contribution to provident fund	1,800
Gratuity	1,328
Total D	3,128
MBA SalarySub Total A + B + C + D	37,310
Yearly	4,47,721
Kit Allowance	Per annum, as per applicable terms of kit Allowance settlement
Bonus / Ex-gratia	** Your eligibility for Bonus will be as per The Payment of Bonus Act, 1965
Medical Insurance	Rs. 90,000/- per annum per family


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

10 Jan 2025

Dear **Mr. NAVEEN KUMAR,**

Further to your interview with us, We are delighted to extend an offer of employment to you for the position **Management Trainee** at **Dr. B. Lal Clinical Laboratory Pvt. Ltd, Corporate Office**. After thorough consideration and a comprehensive interview process, we are confident that your skills, experience, and values align seamlessly with our organization's needs.

At Dr. B. Lal Clinical Laboratory, we take pride in ourselves in fostering a workplace culture built on the foundation of One CARE. It's a culture that cares for everyone, from our dedicated team members to our valued customers. The Core values of Customer First, Accountability, Respect and trust, and Excellence are integral to our identity and guide our actions as we work together towards our shared goals. We welcome you to be a part of a high-trust, High-Performance Culture and a Great Place to Work certified organization.

Congratulations on this exciting opportunity to join our talented team!!

Your exceptional performance throughout the interview process has impressed us. We believe that your unique talents will make a significant contribution to our organization's success.

Here's an overview of your job offer:

Designation:: **Management Trainee**

Joining Date:: **15-01-2025**

Joining Location:: **Corporate Office**

You will be serving as a trainee, during which you will receive a monthly stipend of INR 20,000. Your standard workday will consist of 8 hours and 30 minutes of duty. Upon completing this training period, a comprehensive performance evaluation will be conducted. Based on the feedback from your reporting manager, your salary will be revised post completion of your respective course.

Kindly note that as a part of the joining process, we will be conducting Background verification. Your offer is subject to us receiving a clear Background Verification Report for you that will be based on the credentials presented by you during the interview process with us. The offer is viable to be withdrawn or employment with us treated null and void in case we receive a negative Background Verification Report arising out of the presentation of incorrect facts by you in your candidature/resume.

Once again, congratulations on this achievement! We are eagerly looking forward to welcoming you to the Dr. B. Lal Clinical Laboratory family and embarking on a rewarding journey together.

Best Regards,

Dr. B. Lal Clinical Laboratory


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

Placements

From: Naveen Kumar
Sent: 16 January 2025 14:04
To: Placements
Subject: Fw: Congratulations !! Offer from Dr. B Lal Clinical Laboratory

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From: People Success <hr@blallab.com>
Sent: Thursday, January 16, 2025 12:24:01 PM
To: Naveen Kumar <naveen.pm15@iihmr.in>
Subject: Congratulations !! Offer from Dr. B Lal Clinical Laboratory

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. Naveen,

We are pleased to offer you the position of "Management Trainee" based in Jaipur in our organization. Kindly send us the acceptance for the same.

Your pay structure is as follows:-

- 1. Management Trainee :- Rs. 20000/- Fixed Stipend Per Month till completion of course.**
- 2. On Roll Conversion :- Range would be between Rs. 4 LPA to Rs. 5.50 LPA CTC Per Annum based on the performance during the training period and subject to the condition of submitting the final degree of the respective course.**

Please note this offer is valid subject to satisfactory verification of your documents on joining. Also shared the list of documents that you need to carry on the day of joining.

Warm Regards
People Success team

19th March 2025

Dear **Neel Sisodia**,

Congratulations!!

Further to your assessment, we are happy to extend an offer of Internship to you as **Management Trainee** in our firm. Your date of joining will be **7th April 2025**, you will have to report to Bangalore HQ for Clinical and CSS training Program.

The terms of the offer are as follows: -

1. The position will be based out of **Delhi**
2. The period of Internship will be 4 months, and you will be working as a management Intern, and you would be paid a consolidated stipend of Rs 10K/month + Travel expenses as per company policy. You will be eligible for LIGAPRO vs reward program + incentives on sales during Internship period as well.
3. Upon completion of Internship, Designation of **ENERGY DEVICE CONSULTANT**.
4. As ENERGY DEVICE CONSULTANT your CTC will be Rs. 5,00,000/Annum (Fixed pay) + 2,00,000 (50,000/quarterly sales incentive). Additionally, you will get Kicker incentive Campaign rewards which is not the part of CTC mentioned Travel allowances will be as per the company policy. Detailed appointment letter will be provided during the joining.
5. You will be required to sign a bond to be associated with the organisation for 18 months on your appointment as ENERGY DEVICE CONSULTANT. Addition to that you will be bound by non-compete and confidentiality agreement considering the nature of assignment. Detailed appointment letter will be provided at the time of joining

Your performance during the internship period will be evaluated after 4 month and then confirmation for the designation of ENERGY DEVICE CONSULTANT will be given. In case of unsatisfactory performance during Internship the extension of the Internship period will be done for another 3 months. Termination of employment can be done without any notice if intern is found doing unethical activities against the company guideline.

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.**



KUNAL KISHORE
CEO




Registrar

The IHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029
www.winglobe.in

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



Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga
Reddy District, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Jul 7, 2025

Ms. Noni Choudhary
Ward 11, Choudhary Medicose, Patwa Bajar,
Khilchipur, 465679
India

Subject: Offer of Employment

Dear Noni Choudhary:

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

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 4, 2025**.

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

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

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **August 4, 2025**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

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

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

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **August 4, 2025**, or an alternative mutually agreed upon date.

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

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within **pre-defined** boundary if their shift timings are between 8:30 p.m. - 6:00 a.m. in Hyderabad, 9:00 p.m. - 6:00 a.m. in Mumbai, Pune; 7:00 p.m. - 6:00 a.m. in Gurugram, 8:00 p.m. - 6:00 a.m. in Bengaluru, Chennai, and Kolkata.

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

Noni Choudhary, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited
Best regards,

Signed by:

By: B4B0A03E36BC4A0...
Signature

Authorized Signatory

Acceptance

I, **Noni Choudhary**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Signature

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 10:27:05 -07:00

Annexure A**Ms. Noni Choudhary****Analyst**

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

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

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

Contd/-....

Annexure A

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

**Employee Level -
Analyst**^{1a}Communication Expenses

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

Rs./₹ 3,000/- per month

^{1b}Fuel Expenses

Petrol / Driver / Insurance / Repairs &
Maintenance

Rs./₹ 7,500/- per month

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

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

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

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

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

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

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

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

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

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

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

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

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

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



Noni Choudhary

Hyderabad

Annexure B

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

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India** (the "Employer") as **Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

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

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

PROTECTION OF OUR BUSINESS

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

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

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

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

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

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

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

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

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

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

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

10. Ownership of Works.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

OTHER POST- EMPLOYMENT OBLIGATIONS

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

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

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

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

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

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

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

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

MISCELLANEOUS

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

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

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

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

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

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

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

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

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

Signed by:
For Deloitte Consulting India Private Limited

Pooja Madnani

B4B0A03E36BC4A0...

Pooja Madnani

Talent

Authorized Signatory

Effective as of **August 4, 2025**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Noni Choudhary

Signature

Name



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 10:27:05 -07:00

For Registrar

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

EXHIBIT A

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

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

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

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

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

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

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

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

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

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

Independence – National Office (Independence) of Deloitte LLP.

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

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

PCAOB – the United States Public Company Accounting Oversight Board.

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

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

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

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

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

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

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

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

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

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

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

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

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

[If yes, please enter details below]

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

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

Title	Date	Brief Description
-------	------	-------------------

Signature	Date
-----------	------

Noni Choudhary
Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Consulting India Private Limited

Signed by:

B4B0A03E36BC4A0...

Pooja Madnani
Talent

Its: Authorized Signatory
Jul 7, 2025
Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2025.07.07 10:27:05 -07:00

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

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

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

Signature

Noni Choudhary

Name

Date

EXHIBIT D

Exceptions to Post-Employment Restrictions: re: Clients

[none, unless otherwise specified]

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

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

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

Name of Client

Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

Signed by:

Pooja Madnani

B4B0A03E36BC4A0...

Pooja Madnani

Talent

Its: Authorized Signatory

Jul 7, 2025

Date

I have read and understood the above policy terms.

Noni Choudhary

Signature

Name

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10

Sealed Time: 2025.07.07 10:27:05 -07:00

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

Terms and Conditions of Service

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

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

Terms of Service

1.COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

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

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

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

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

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

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

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

3.HARRASSMENT POLICY

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

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

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

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

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

5. RETIREMENT AGE

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

6. TRANSFERS

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

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

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

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

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

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

8. MISCONDUCT

Misconduct may include but is not limited to:

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

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

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

Effective as of **August 4, 2025**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Noni Choudhary

Signature

Name



Jul 7, 2025

Ms. Noni Choudhary

Ward 11, Choudhary Medicose, Patwa Bajar,

Khilchipur, 465679

India

Training Agreement

Dear Noni Choudhary:

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **August 4, 2025**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

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

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

Sincerely,

For **Deloitte Consulting India Private Limited**

Signed by:

Pooja Madhani

By:

B4B0A03E36BC4A0...

Signature

Authorized Signatory

OFFER OF APPOINTMENT



LUPIN

December 19, 2024

Ms. Nupur Manish Kalambe
Plot No 182, Ayodhya Nagar, Near,
Corporation School, Dattatray,
Nagar, Ayodhya Nagar, Nagpur
Maharashtra – 440024

Dear *Nupur*,

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.

- 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 2025**. 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.
- DESIGNATION & GRADE:** You would be designated as **Executive Trainee** in Grade **GET**.
- COMPENSATION & BENEFITS:** The detailed breakup of your Compensation Structure and other company benefits applicable to your grade is enclosed.
- PROBATION PERIOD:** You will be on probation for a period of nine months 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.
- 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 two months (60 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.
- 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
01/07/2025

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

COMPENSATION & BENEFITS PROGRAM

Name	Nupur Manish Kalambe
Designation	Executive Trainee
Location	Mumbai

	GRADE	GET	
	Compensation Details	Per Month (In Rs.)	Per Annum (In Rs.)
A	Basic	23,480	281,760
	House Rent Allowance	11,740	140,880
	Adhoc Allowance	18,749	224,988
	Education Allowance	200	2,400
	TOTAL [A]	54,169	650,028
B	Annual Allowances		
	Leave Travel Allowance		7,000
	Retirals		
	Provident Fund (12% Of Basic)		33,811
	Gratuity (4.81% Of Basic)		13,553
	TOTAL [B]		54,364
C	TOTAL FIXED CTC [A+B]		704,392
D	Bonus / Exgratia *		40,610
E	Target Performance Incentive		55,000
F	Total CTC [C+D+E]		800,002

- 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.1,25,000/-** 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.8,00,000/-** 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 19, 2024



Registrar
 The IIMR University
 Prabhu Dayal Marg, Near
 Sanganeer 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: L241O0MH1983PLC029

www.lupin.com

From: **Vinod Tejawani** <vinodtejawani@iihmr.edu.in>
To: **NehaShah@Torrentpharma.com** <NehaShah@Torrentpharma.com>; **Anita Thapa** <anitathapa@iihmr.edu.in>
CC: **Anita Thapa** <anitathapa@iihmr.edu.in>; **AnandIyer@TorrentPharma.com** <AnandIyer@TorrentPharma.com>; **ReshmiNaik@TorrentPharma.com** <ReshmiNaik@TorrentPharma.com>; **ShivaniMahadkar@TorrentPharma.com** <ShivaniMahadkar@TorrentPharma.com>
Subject: Re: List of Shortlisted student : IIHMR, Batch 23-25 for PMT, Torrent Pharma Corporate
Date: 02.12.2024 06:27:26 (+01:00)

Dear Ms Neha,

Thanks a lot to you and entire team for your help and support. Thanks for sharing the final selection results.

[@Anita Thapa](#) pl inform the candidates accordingly.

Regards,

Vinod

Sent from [Outlook for Android](#)

From: NehaShah@Torrentpharma.com <NehaShah@Torrentpharma.com>
Sent: Monday, December 2, 2024 10:59:55 AM
To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>
Cc: Anita Thapa <anitathapa@iihmr.edu.in>; AnandIyer@TorrentPharma.com <AnandIyer@TorrentPharma.com>; ReshmiNaik@TorrentPharma.com <ReshmiNaik@TorrentPharma.com>; ShivaniMahadkar@TorrentPharma.com <ShivaniMahadkar@TorrentPharma.com>
Subject: List of Shortlisted student : IIHMR, Batch 23-25 for PMT, Torrent Pharma Corporate

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.

Greetings from Torrent Pharma!

This is with reference to the Campus interviews held at IIHMR Jaipur on 26th & 27th November 2024 by Torrent Pharma Corporate office for the batch 23-25, Pharmaceuticals Management students.

We are pleased to announce the names of the shortlisted students for our Product management Team for Ahmedabad & Mumbai location.

Their final location will be confirmed to them before their joining.

As briefed on that day, These shortlisted students will be sent for Pre-employment medical checkup. We have tie up with Apollo clinics. We can have the same lined up at any Apollo clinic in Jaipur post receiving the fitness report – their provisional offer letter shall be released

Kindly take confirmation / acceptance of all these students and confirm their availability for medical check up

Students shortlisted for Product Management Dept

Sr. No.	College Name	Roll No.	Name
1	IIHMR	474	Akshat Geete
2	IIHMR	480	Anjum Naaz
3	IIHMR	518	Kadu Hitisha Avinash


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

4	IIHMR	525	Manore Vaibhavi Anant
5	IIHMR	542	Pakhale Pooja Bhaskar
6	IIHMR	546	Pramanick Priyanka Himanshu
7	IIHMR	552	Pushpraj Patel
8	IIHMR	567	Sankalp Oltikar
9	IIHMR	573	Shefali Bharat Karmore
10	IIHMR	588	Tanushree Mohan Charde

Apart from above, we would like to explore below two students for our requirements in Market Research/Supply Chain Management role based out at Ahmedabad location

You may take their confirmation on their interest for above roles, Subsequently we may arrange their virtual interaction with Functional HOD

Sr. No.	College Name	Roll No.	Name
1	IIHMR	511	Himanshu Agarwal
2	IIHMR	519	Kartikey Kumar

With this, we are thankful for your hospitality and support during the process.
Looking forward to a fruitful association!

Neha Shah


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

From: **ShivaniMahadkar@TorrentPharma.com**
<ShivaniMahadkar@TorrentPharma.com>
To: **N Satheeshkanna** <satheeshkanna@iihmr.edu.in>
CC: **Vinod Tejjwani** <vinodtejjwani@iihmr.edu.in>; **Anita Thapa**
<anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR
University, Jaipur
Date: 05.11.2024 05:29:43 (+01:00)

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,

As discussed, kindly get us the list of students interested for PMT role.

Find the details 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. 4.25lpa on joining, 5.00lpa on confirmation

Specialization : Marketing. Students having science background (B.Pharma, B.Sc., Chemical Eng.) is must.

Request you to share the updated list with percentage in 10th, 12th, graduation & latest sem score.

As we are planning to visit the Campus by coming week, request you to provide the list on ASAP so that we can complete the process on fast track.

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

For Ms. Shivani
Registrar

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

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

Sent: 25 October, 2024 11:02

To: Shivani Mahadkar/HRD/CRP/Torrent <ShivaniMahadkar@TorrentPharma.com>

Cc: Vinod Tejawani <vinodtejawani@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>

Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

[External : Treat content with extra caution.]

Dear Shivani Ma'am,

As discussed, I would like to share the student's updated details from the batch 2023-25 for your kind perusal.

Please share us the Job Description and the compensation details from your end so that we can inform the students accordingly.

Thanks & Regards,

Logo

N. Satheeshkanna,

Manager - Placements

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

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

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

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

Date :29/03/2025

To
PARDEEP ARYA
(Code: CAN700285)

Provisional Offer Letter for Fixed Term Contract

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **CSR**. Your services are being deputed to **3M India Limited** at **JAIPUR** based on the following terms and conditions:

- Your Salary NTH will be INR 631,676.00 per Annum (as per Annexure 1) and will be paid out basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :
 - a. Complete on the Randstad portal:
 - Employee profile form
 - Statutory Nomination forms like ESIC, PF, Medclaim etc.
 - b. Upload proofs of your documents:
 - Government mandated ID proof: Aadhar Card and PAN
 - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
 - Copy of both Educational certificates & Previous employment documents.
 - Bank Details for Salary processing: Copy of cancelled cheque.
- The employment opportunity envisaged under this provisional offer letter is subject to successful Background Verification and other necessary checks. During the course of your Background Verification, if it is found that any information/document provided by you is false, fabricated, and/or incorrect or you fail to report on the specified date(s), in such circumstances, any offer made to you and/or your appointment shall automatically stand revoked.

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer.

You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login. A User guide is also available to help you complete formalities on/before your DOJ.

Please get in touch with us for any queries.
Wishing you the very best!

Yours truly,
For Randstad India Pvt Ltd.



Authorized Signatory
Unnikrishnan PS
Company Secretary and Head - ELM

Annexure I: Salary Breakup

Component	Monthly	Yearly
Basic	35,000.00	420,000.00
House Rent Allowance	10000.00	120,000.00
Statutory Bonus	3,200.00	38,400.00
Other Allowance	1,320.00	15,840.00
Telephone Reimbursement	3,000.00	36,000.00
Gross Salary	52,520.00	630,240.00
Employer's Contribution to EPF	1,920.00	23,040.00
Insurance	143.00	1,716.00
CTC (Cost to the company)	54,583.00	654,716.00
Employee's Contribution to EPF	1,920.00	23,040.00
Total Deduction	1,920.00	23,040.00
Net-Take Home	52,663.00	631,676.00

* Income tax, Professional tax and LWF as applicable will be deducted.

* All the taxes will be deducted as applicable by law. Your salary is strictly confidential.

For Randstad India Pvt Ltd.



Authorized Signatory
Unnikrishnan PS
Company Secretary and Head - ELM

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
 www.randstad.in



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

24th March, 2025

Mr. Vardhan S. Patil
Patil Galli, Udagaon, Shirol,
Kolhapur - 416101

Dear **Mr. Patil**,

This has reference to your application dated 21st February, 2025 and subsequent interview you had with us, we are pleased to offer you the position of **Management Trainee** in our organisation based at **Mumbai**. Your salary and other allowances will be as per the enclosed Statement.

You are required to furnish the following per return courier :

- a) Latest Passport size photograph with white background (3 Nos.)
- b) Birth / School Leaving Certificate
- c) Educational Certificates
- d) Copy of PAN Card & Aadhaar Card

On joining, kindly report to our Corporate HR Department at Plot No.125, 2nd floor, Kandivli Industrial Estate, Kandivli (W), Mumbai – 400067 at 9.30 a.m.

You are required to bring **all original** educational certificates and above documents at the time of Joining for verification purpose.

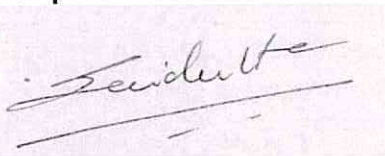
Kindly confirm your acceptance of the above offer latest by 27th March, 2025 and join on or before 31st March, 2025.

It may be noted that, in case you fail to join on or before **31st March, 2025** this offer letter shall stand automatically cancelled.

To enable us to complete joining formalities at the earliest on the day of your joining, you must ensure that HRMS link is being completely and correctly filled in and submitted by you 8 days prior to your joining. In case you are unable to complete this due to any reasons, please seek help from the recruitment team. Kindly note that filling all the sections in the form is mandatory before joining.

Please return the enclosed copy duly signed as a token of your acceptance of the letter.

Yours faithfully,
For **Ipca Laboratories Limited**


Saidutta Nanda
President - Human Resources
Registrar
The IIMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Accepted : _____
(Signature)

Ipca Laboratories Ltd.
www.ipca.com

Salary break up of Mr. Vardhan S. Patil
As per Offer letter dated 24th March, 2025
Position : Management Trainee

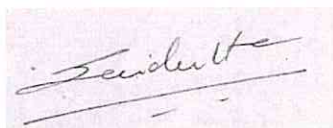
Description	Monthly	Annual
(1) Monthly Benefits		
Basic	10,000	120,000
Total A	10,000	120,000
House Rent Allowance	5,000	60,000
Education Allowance	300	3,600
Conveyance Allowance	800	9,600
Other Allowance	12,540	150,480
Total B	18,640	223,680
Total (1) : (A + B)	28,640	343,680
(2) Annual Benefits		
Provident Fund	1,800	21,600
Bonus	2,894	34,728
TOTAL (2)	4,694	56,328
TOTAL (1 + 2)	33,334	400,008

- You will be on Training for Six Months.

Total A above : This component shall be considered for deciding applicability for payment of Bonus as per provisions of the Bonus Act, 1965 and for calculation of Gratuity, as per provisions of Gratuity Act, 1972.

Total B above : The allowances mentioned herein above shall not be considered for any retiral benefits, except Provident Fund, which will be in line with judgement of Supreme Court of India dtd. 28/02/2019.

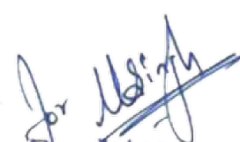
Bonus : The amount shown in the statement under the annual benefits as " Bonus / Ex -gratia" shall vary on month to month basis and shall only be payable based on computation of available and allocable surplus under the provisions of the Bonus Act, 1965.



 (Saidutta Nanda)

to _ u

(Vardhan S. Patil)


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

Ramavatar Saini

From: Vinod Tejawani
Sent: 28 February 2025 12:57
To: UDML (Sudeepta Mandal)
Cc: NSSH (Nitish Sharma); N Satheeshkanna; Anita Thapa
Subject: RE: Final Selection | Novo Nordisk India

Dear Sir,

Thanks a lot for the confirmation.

We will inform both the candidates . They can join any day after 10th March 2025.

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: UDML (Sudeepta Mandal) <UDML@novonordisk.com>
Sent: 28 February 2025 12:52 PM
To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>
Cc: NSSH (Nitish Sharma) <nssh@novonordisk.com>
Subject: Final Selection | Novo Nordisk India

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

Dear Team,

We are pleased to inform you that the below candidates have been selected under the SOAR program.

1. Prachi - for Raipur location
2. Tanu - for Jaipur
3. Shreya - for Delhi

We will share the details for the next process and documents shortly.

Best regards

Sudeepta Mandal
Management Trainee
People & Organization
+91 9900147168 (mobile)
+91 9663749063 (direct)
udml@novonordisk.com


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

Novo Nordisk India Private Ltd. | NXT-2, 1 & 2nd Floor, Embassy Manyata Business Park | Nagavara Village, Kasaba Hobli | Bangalore - 560045 | +91 80 4030 3200 (switchboard) | novonordisk.co.in | Facebook | LinkedIn | Instagram | X (Twitter) | YouTube | TikTok

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ANNEXURE

Name	Prachi Pandey
Designation	Trainee Key Account Manager
Place of work	Raipur
Salary Components	(INR pa)
Basic salary	277,500
HRA	138,750
Special Allowance	90,625
Leave Travel Allowance	25,000
Exgratia / Bonus	23,125
Total Guaranteed Salary per annum (A)	555,000
Co's contribution to PF @ 12% of basic	33,300
Gratuity	13,348
Total Retirals per annum (B)	46,648
Total Fixed Salary per annum (A + B)	601,648
Variable Pay	
Sales Incentive at 100% Achievement (Diabetes Care)	300,000
Total Variable Pay p.a. at 100% achievement ©	300,000
TOTAL COST TO COMPANY (A+B+C)	9,01,648

Other Benefits (in INR):
Mediclaim
Group Personal Accident
Group Term Life Insurance
Annual Medical Check-up
<i>Sales Incentive will be paid quarterly and is calculated on the basis of you achieving performance targets. Employees need to be on the rolls of the company at the time of disbursement of Sales Incentive. Employees serving notice at the time of disbursement of Sales Incentive will not be eligible.</i>
<i># In addition to your overall compensation you will be provided additional allowances, entitlements and reimbursements in accordance with the latest Field Sales Allowance Policy applicable at your level. The allowance policy is only applicable to all field based employees who travel on behalf of Novo Nordisk India Private Ltd.</i>

From: **Vinod Tejawani** <vinodtejawani@iihmr.edu.in>
To: **NehaShah@Torrentpharma.com** <NehaShah@Torrentpharma.com>; **Anita Thapa** <anitathapa@iihmr.edu.in>
CC: **Anita Thapa** <anitathapa@iihmr.edu.in>; **AnandIyer@TorrentPharma.com** <AnandIyer@TorrentPharma.com>; **ReshmiNaik@TorrentPharma.com** <ReshmiNaik@TorrentPharma.com>; **ShivaniMahadkar@TorrentPharma.com** <ShivaniMahadkar@TorrentPharma.com>
Subject: Re: List of Shortlisted student : IIHMR, Batch 23-25 for PMT, Torrent Pharma Corporate
Date: 02.12.2024 06:27:26 (+01:00)

Dear Ms Neha,

Thanks a lot to you and entire team for your help and support. Thanks for sharing the final selection results.

[@Anita Thapa](#) pl inform the candidates accordingly.

Regards,

Vinod

Sent from [Outlook for Android](#)

From: NehaShah@Torrentpharma.com <NehaShah@Torrentpharma.com>
Sent: Monday, December 2, 2024 10:59:55 AM
To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>
Cc: Anita Thapa <anitathapa@iihmr.edu.in>; AnandIyer@TorrentPharma.com <AnandIyer@TorrentPharma.com>; ReshmiNaik@TorrentPharma.com <ReshmiNaik@TorrentPharma.com>; ShivaniMahadkar@TorrentPharma.com <ShivaniMahadkar@TorrentPharma.com>
Subject: List of Shortlisted student : IIHMR, Batch 23-25 for PMT, Torrent Pharma Corporate

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.

Greetings from Torrent Pharma!

This is with reference to the Campus interviews held at IIHMR Jaipur on 26th & 27th November 2024 by Torrent Pharma Corporate office for the batch 23-25, Pharmaceuticals Management students.

We are pleased to announce the names of the shortlisted students for our Product management Team for Ahmedabad & Mumbai location.

Their final location will be confirmed to them before their joining.

As briefed on that day, These shortlisted students will be sent for Pre-employment medical checkup. We have tie up with Apollo clinics. We can have the same lined up at any Apollo clinic in Jaipur post receiving the fitness report – their provisional offer letter shall be released

Kindly take confirmation / acceptance of all these students and confirm their availability for medical check up

Students shortlisted for Product Management Dept

Sr. No.	College Name	Roll No.	Name
1	IIHMR	474	Akshat Geete
2	IIHMR	480	Anjum Naaz
3	IIHMR	518	Kadu Hitisha Avinash


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

4	IIHMR	525	Manore Vaibhavi Anant
5	IIHMR	542	Pakhale Pooja Bhaskar
6	IIHMR	546	Pramanick Priyanka Himanshu
7	IIHMR	552	Pushpraj Patel
8	IIHMR	567	Sankalp Oltikar
9	IIHMR	573	Shefali Bharat Karmore
10	IIHMR	588	Tanushree Mohan Charde

Apart from above, we would like to explore below two students for our requirements in Market Research/Supply Chain Management role based out at Ahmedabad location

You may take their confirmation on their interest for above roles, Subsequently we may arrange their virtual interaction with Functional HOD

Sr. No.	College Name	Roll No.	Name
1	IIHMR	511	Himanshu Agarwal
2	IIHMR	519	Kartikey Kumar

With this, we are thankful for your hospitality and support during the process.
Looking forward to a fruitful association!

Neha Shah


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

From: **ShivaniMahadkar@TorrentPharma.com**
<ShivaniMahadkar@TorrentPharma.com>
To: **N Satheeshkanna** <satheeshkanna@iihmr.edu.in>
CC: **Vinod Tejjwani** <vinodtejjwani@iihmr.edu.in>; **Anita Thapa**
<anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR
University, Jaipur
Date: 05.11.2024 05:29:43 (+01:00)

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,

As discussed, kindly get us the list of students interested for PMT role.

Find the details 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. 4.25lpa on joining, 5.00lpa on confirmation

Specialization : Marketing. Students having science background (B.Pharma, B.Sc., Chemical Eng.) is must.

Request you to share the updated list with percentage in 10th, 12th, graduation & latest sem score.

As we are planning to visit the Campus by coming week, request you to provide the list on ASAP so that we can complete the process on fast track.

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


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

From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent: 25 October, 2024 11:02
To: Shivani Mahadkar/HRD/CRP/Torrent <ShivaniMahadkar@TorrentPharma.com>
Cc: Vinod Tejawani <vinodtejawani@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

[External : Treat content with extra caution.]

Dear Shivani Ma'am,

As discussed, I would like to share the student's updated details from the batch 2023-25 for your kind perusal.

Please share us the Job Description and the compensation details from your end so that we can inform the students accordingly.

Thanks & Regards,

Logo

N. Satheeshkanna,
Manager - Placements

A: IIHMR University | 1, Prabhu Dayal Marg,
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E: satheeshkanna@iihmr.edu.in | **W:** www.iihmr.edu.in

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

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

Offer of Employment

Dated: 29th January, 2025

Dear Ms. Pramodita Shalik Shende,

Congratulations!!

We are pleased to confirm our offer of employment to you at Anthea Pharma for the role **Executive – SCM** at our Hyderabad facility. We have great confidence in your abilities and feel you will be able to make an outstanding contribution to our organization.

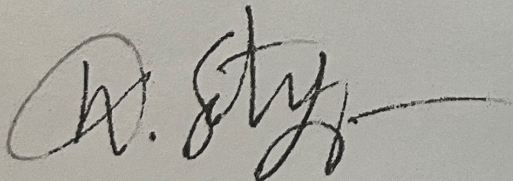
Your remuneration will be a fixed CTC of Rs.6,00,000/- p.a. (Rupees Six Lakhs only) per annum.

You are expected to join full time and take charge of your role on or before **24th March 2025**. You are requested to share the signed acceptance of this offer within 3 working days. Please also indicate your date of joining along with the acceptance.

We congratulate you on your appointment and wish you a long and successful career with us.

Yours Sincerely,

for Anthea Pharma Pvt Limited



K V Satyanarayana
G M - HR & Admin



Registrar

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

Offer Letter

Date: May 13, 2025

Dear Pranav,

Janitri is delighted to offer you the full time position of **District Manager - Patna** with an anticipated start date of **May 26, 2025** in the office in Bangalore.

Working Days:- Are from Monday To Saturday 10:30 am to 7:30 pm IST.

Compensation Details:- We will be offering you a CTC of 20,000 for the first 3 months and After 3 months, the salary will be revised to offer an annual CTC of 4,20,000 fixed and annual 4,20,000 of variable pay

Please confirm your acceptance of this offer by signing and returning this letter by **May 14, 2025**

Sincerely,

Your signature

Sreeya Mazumder

HR Lead

Janitri Innovations Pvt Ltd

Signature

Name:

Date:


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

Registered Address



251/47, Pratap Enclave, Haldi Ghati
Road, Pratap Nagar, Jaipur, 302017,
Rajasthan, India
CIN: U85100RJ2016PTC049455

R&D Location

3 rd Floor, 338, 27 th Main Road,
Sector 2, HSR Layout, Bangalore
560102, Karnataka, India

Contact us:



www.janitri.in
info@janitri.in



+91 888 444 1082

Annexure A Terms & Conditions:

1. You will join us on **May 26, 2025**.
2. You will be on probation for a period of **6 months** from the date of joining and your confirmation would be dependent on satisfactory completion of your Probation period.
3. Your work location would be **Patna**. You are, however, liable to be transferred to any of our establishments in India, or to any subsidiary or associate company: whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules for the time being in force.
4. A monthly net pay of 20,000/- will be provided for the next three months. This is subject to usual statutory and / or other taxes, which may be imposed from time to time by the Government, or any public body authorized to do so.
5. The offer is valid for the next **one day** from this date of offer. If the company does not receive any confirmation from you within the stipulated time this offer shall lapse automatically and then there shall be no further communication from the company in furtherance of this offer of employment.
6. You will be required to give 60 days' notice to terminate this appointment after confirmation. The Notice period during probation will be 30 days. The last working day would be decided at the sole discretion of the Management and in the event of being relieved within the above number of days, the remaining part of notice period days would be adjusted against the basic salary and HRA. The Company, however will have the right to terminate your appointment forthwith on account of misconduct, including but not limited to, fraudulent, dishonest or undisciplined conduct, or breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's or Client's property or breach of the confidentiality obligations.
7. Any revisions of your compensation package, promotions, and your continued employment with the Company are all subject to you meeting the performance levels applicable to you from time to time.


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

Registered Address



251/47, Pratap Enclave, Haldi Ghati
Road, Pratap Nagar, Jaipur, 302017,
Rajasthan, India
CIN: U85100RJ2016PTC049455

R&D Location

3 rd Floor, 338, 27 th Main Road,
Sector 2, HSR Layout, Bangalore
560102, Karnataka, India

Contact us:



www.janitri.in
info@janitri.in



+91 888 444 1082



MLL/ML00/OS/2025/AO/143044
21.04.2025

Mr. Pratik Patil
MN 749 SHIVAJI NAGAR
VILLAGE PHOPNAR
BURHANPUR - 450445
Employee No: 143044

Dear Mr. Pratik Patil ,

Sub: Appointment to the post of Management Trainee

This has reference to your application for employment in our organization and subsequent interview you had with us, we are pleased to appoint you as "Management Trainee" in the Eros Division based at Corporate Office, Bangalore, Karnataka with effect from 21.04.2025 on the following terms and conditions:

1. Your remuneration package will be as follows:

Salary Components	Rs. Per Month	Rs. Per Annum
Stipend	16,660	199,920
House Rent Allowance	8,330	99,960
Conveyance Allowance	10,680	128,160
Attire Allowance	2,000	24,000
Monthly Salary	37,670	452,040
Annual Perks & Other Benefits		
Payment of Bonus	-	16,800
P.F. (Company's contribution)	-	21,600
Gratuity (4.81% of Basic)	-	9,612
Cost to Company (CTC)	-	500,052

2. You will be on Training for a period of One year from your joining date. Your training period may be extended at the discretion of the Management.
3. On successful completion of One year training period, your overall performance will be evaluated and then confirmed in the permanent employment of the company with a revised remuneration package, suitably.
4. Unless confirmed in writing whether the Company can offer you permanent employment, you will continue to be on training. However your appointment as a trainee does not entitle you as a matter of any right to permanent employment with us.
5. During the course of employment with the company, you may leave the company's service by giving One month notice or salary in lieu thereof. However, on submission of your resignation, it would be the discretion of the Management to relieve you from your duties, before completion of the notice period. Similarly, your services may be terminated for any breach of terms and conditions of the appointment or any rules or for any other reasons at the discretion of the Management by giving One month notice or salary in lieu of the notice period.

Registrar

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

OFFER OF APPOINTMENT



LUPIN

December 19, 2024

Ms. Priya Nandi
Makan No-, Ward No- 12,
Mohalla Benisagar, Panna,
Madhya Pradesh – 488001

Dear *Priya*,

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 2025**. 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 **Executive Trainee** in Grade **GET**.
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 nine months 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 two months (60 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

1st July

Signature: _____

Registrar

The IHMR University
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



LUPIN

COMPENSATION & BENEFITS PROGRAM

Name	Priya Nandi
Designation	Executive Trainee
Location	Mumbai

	GRADE	GET	
	Compensation Details	Per Month (In Rs.)	Per Annum (In Rs.)
A	Basic	23,480	281,760
	House Rent Allowance	11,740	140,880
	Adhoc Allowance	18,749	224,988
	Education Allowance	200	2,400
	TOTAL [A]	54,169	650,028
B	Annual Allowances		
	Leave Travel Allowance		7,000
	Retirals		
	Provident Fund (12% Of Basic)		33,811
	Gratuity (4.81% Of Basic)		13,553
	TOTAL [B]		54,364
C	TOTAL FIXED CTC [A+B]		704,392
D	Bonus / Exgratia *		40,610
E	Target Performance Incentive		55,000
F	Total CTC [C+D+E]		800,002

- In-addition to the above, you will be covered under the following Schemes as per Company Policy:
 - Mediclaime Policy: This Policy covers self, parents, spouse and two children, subject to a limit of **Rs.1,25,000/-** 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.8,00,000/-** 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 19, 2024

Registrar
The IHMR University
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

12th February 2025

Dear **Purva Pandya**

Congratulations!!

Further to your assessment, we are happy to extend an offer of employment to you as **Management Trainee** in our firm. Your date of joining will be **1st April 2025**, you will have to report to Bangalore HQ for joining and CSS training Program.

The terms of the offer are as follows: -

1. The position will be based out of **Delhi**
2. For the first 4 months of employment, you will be working as an intern (Management trainee) and you would be paid a consolidated stipend of Rs 20K/month + Travel expenses as per company policy. You will be eligible for LIGAPRO vs reward program during Internship period as well.
3. Upon completion of Internship, designation of **ENERGY DEVICE CONSULTANT** will be given.
4. As ENERGY DEVICE CONSULTANT your CTC will be Rs. **5,00,000/Annum (Fixed pay) + 2,00,000 (50,000/quarterly sales incentive)**. Additionally, you will get **Kicker incentive + Campaign rewards which is not the part of CTC mentioned**. Travel allowances will be as per the company policy. Detailed appointment letter will be provided during the joining.
5. You will be required to sign a bond to be associated with the organisation for 18 months on your appointment as ENERGY DEVICE CONSULTANT. Addition to that you will be bound by non-compete and confidentiality agreement considering the nature of assignment. Detailed appointment letter will be provided at the time of joining.

Your performance during the Internship period will be evaluated after 4 month and then confirmation for the designation of ENERGY DEVICE CONSULTANT will be given. In case of unsatisfactory performance during Internship the extension of the Internship period will be done for another 3 months. Termination of employment can be done without any notice if intern is found doing unethical activities against the company guideline.

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.**



KUNAL KISHORE
CEO


Registrar

The IIHMR University
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

From: **Vinod Tejawani** <vinodtejawani@iihmr.edu.in>
To: **NehaShah@Torrentpharma.com** <NehaShah@Torrentpharma.com>; **Anita Thapa** <anitathapa@iihmr.edu.in>
CC: **Anita Thapa** <anitathapa@iihmr.edu.in>; **AnandIyer@TorrentPharma.com** <AnandIyer@TorrentPharma.com>; **ReshmiNaik@TorrentPharma.com** <ReshmiNaik@TorrentPharma.com>; **ShivaniMahadkar@TorrentPharma.com** <ShivaniMahadkar@TorrentPharma.com>
Subject: Re: List of Shortlisted student : IIHMR, Batch 23-25 for PMT, Torrent Pharma Corporate
Date: 02.12.2024 06:27:26 (+01:00)

Dear Ms Neha,

Thanks a lot to you and entire team for your help and support. Thanks for sharing the final selection results.

[@Anita Thapa](#) pl inform the candidates accordingly.

Regards,

Vinod

Sent from [Outlook for Android](#)

From: NehaShah@Torrentpharma.com <NehaShah@Torrentpharma.com>
Sent: Monday, December 2, 2024 10:59:55 AM
To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>
Cc: Anita Thapa <anitathapa@iihmr.edu.in>; AnandIyer@TorrentPharma.com <AnandIyer@TorrentPharma.com>; ReshmiNaik@TorrentPharma.com <ReshmiNaik@TorrentPharma.com>; ShivaniMahadkar@TorrentPharma.com <ShivaniMahadkar@TorrentPharma.com>
Subject: List of Shortlisted student : IIHMR, Batch 23-25 for PMT, Torrent Pharma Corporate

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.

Greetings from Torrent Pharma!

This is with reference to the Campus interviews held at IIHMR Jaipur on 26th & 27th November 2024 by Torrent Pharma Corporate office for the batch 23-25, Pharmaceuticals Management students.

We are pleased to announce the names of the shortlisted students for our Product management Team for Ahmedabad & Mumbai location.

Their final location will be confirmed to them before their joining.

As briefed on that day, These shortlisted students will be sent for Pre-employment medical checkup. We have tie up with Apollo clinics. We can have the same lined up at any Apollo clinic in Jaipur post receiving the fitness report – their provisional offer letter shall be released

Kindly take confirmation / acceptance of all these students and confirm their availability for medical check up

Students shortlisted for Product Management Dept

Sr. No.	College Name	Roll No.	Name
1	IIHMR	474	Akshat Geete
2	IIHMR	480	Anjum Naaz
3	IIHMR	518	Kadu Hitisha Avinash


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Sanganer Airport, Jaipur-302029

4	IIHMR	525	Manore Vaibhavi Anant
5	IIHMR	542	Pakhale Pooja Bhaskar
6	IIHMR	546	Pramanick Priyanka Himanshu
7	IIHMR	552	Pushpraj Patel
8	IIHMR	567	Sankalp Oltikar
9	IIHMR	573	Shefali Bharat Karmore
10	IIHMR	588	Tanushree Mohan Charde

Apart from above, we would like to explore below two students for our requirements in Market Research/Supply Chain Management role based out at Ahmedabad location

You may take their confirmation on their interest for above roles, Subsequently we may arrange their virtual interaction with Functional HOD

Sr. No.	College Name	Roll No.	Name
1	IIHMR	511	Himanshu Agarwal
2	IIHMR	519	Kartikey Kumar

With this, we are thankful for your hospitality and support during the process.
Looking forward to a fruitful association!

Neha Shah


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

From: **ShivaniMahadkar@TorrentPharma.com**
<ShivaniMahadkar@TorrentPharma.com>
To: **N Satheeshkanna** <satheeshkanna@iihmr.edu.in>
CC: **Vinod Tejjwani** <vinodtejjwani@iihmr.edu.in>; **Anita Thapa**
<anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR
University, Jaipur
Date: 05.11.2024 05:29:43 (+01:00)

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,

As discussed, kindly get us the list of students interested for PMT role.

Find the details 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. 4.25lpa on joining, 5.00lpa on confirmation

Specialization : Marketing. Students having science background (B.Pharma, B.Sc., Chemical Eng.) is must.

Request you to share the updated list with percentage in 10th, 12th, graduation & latest sem score.

As we are planning to visit the Campus by coming week, request you to provide the list on ASAP so that we can complete the process on fast track.

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

for Mr. Singh
Registrar

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

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

Sent: 25 October, 2024 11:02

To: Shivani Mahadkar/HRD/CRP/Torrent <ShivaniMahadkar@TorrentPharma.com>

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

Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

[External : Treat content with extra caution.]

Dear Shivani Ma'am,

As discussed, I would like to share the student's updated details from the batch 2023-25 for your kind perusal.

Please share us the Job Description and the compensation details from your end so that we can inform the students accordingly.

Thanks & Regards,

Logo

N. Satheeshkanna,

Manager - Placements

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

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

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

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


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



GlaxoSmithKline Pharmaceuticals Ltd.
GSK House,
Dr. Annie Besant Road, Worli
Mumbai - 400 030

28 March 2025

Personal & Confidential

Ramanuj Patidar
43 C Indrapuri Colony
Indore, Madhya Pradesh, 452001
India

Dear Ramanuj Patidar,

We are pleased to appoint you as a Medical Business Associate in the Magnus team and the Letter of Appointment is enclosed.

Please sign each page of the duplicate of this letter and return the same to us as a token of your having accepted the terms and conditions mentioned therein.

Yours faithfully,
for GlaxoSmithKline Pharmaceuticals Limited, India

Chinmay Sharma
Executive Vice President, Human Resources



GlaxoSmithKline Pharmaceuticals Ltd.
GSK House,
Dr. Annie Besant Road, Worli
Mumbai - 400 030

"FORM A"

LETTER OF APPOINTMENT

Medical Business Associates

1. Name of the establishment : GlaxoSmithKline Pharmaceuticals Limited

2. Address : Dr. Annie Besant Road, Worli, Mumbai 400 030

3. Name of the employer : GlaxoSmithKline Pharmaceuticals Limited ("Company").

4. Name & Team of the Sales Promotion Employee : Ramanuj Patidar , Magnus (MBA),

5. Ramanuj Patidar is appointed as a Medical Business Associate - Ahmedabad in this establishment with effect from 01 April 2025.

6. Your appointment is on probation for 6 months with effect from 01 April 2025 during this period your services are terminable at any time without notice and without any reasons whatsoever or for unsatisfactory services including but not limited to unsuccessful trainings, as applicable. In the event of this termination, you will be entitled only to receive your dues up to the date on which your services are terminated and you shall not be entitled to any sums as compensation or otherwise in respect of termination of your services. The said probationary period may be extended if considered necessary by the Company for a further period of a maximum of 6 months.

a) Your scale of wages is Rs.170-15-200-(EB I)-20-240-(EB II)-25-315 plus Dearness Allowance. Your basic salary during the period of probation will be Rs.170/- p.m. plus Dearness Allowance, and such other allowances as may be sanctioned from time to time. During the period of probation or any extension thereof, your services may be terminated by either side at any time, without notice or pay in lieu thereof without assigning any reasons, and in such event, you will only be paid the salary and allowances, if any, earned by you upto the date of such termination.

b) On confirmation, you will be placed in Grade 'I' in the scale of Rs. 170-15-200-(EBI)-20-240-(EB II)-25-315 plus Dearness Allowance and such other allowances as are applicable and in force for the time being and which may be sanctioned/modified/alterd from time to time. You will be governed by the terms and conditions of service mentioned hereunder subject to such amendments, additions, deletions, changes, modifications, variations as may be effected from time to time. You will also be subject to the Company's rules and regulations for the time being in force and as varied from time to time



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Mumbai - 400 030

7. You will draw total wages of Rs.34,342/- p.m., (depending upon the CPI prevailing at that time), provided you fulfill all the requirements for being eligible for the same under the various agreements applicable to the MBA's of the Pharmaceuticals Division.

Basic : Rs. 170 /- p.m.

Dearness Allowance (D.A.) at All India Average CPI 7122 (July 2019) variable according to CPI as per Settlement : Rs. 27,656/- p.m.

House Rent Allowance : As applicable to your grade in terms of Settlement.

Education Allowance : As applicable to your grade in terms of Settlement.

Leave Travel Allowance : As applicable to your grade in terms of Settlement.

Kit Allowance : As applicable to your grade in terms of Settlement.

8. You will be entitled to a Daily Allowance for the actual days worked, as mentioned hereunder subject to you fulfilling the terms mentioned hereunder:

Headquarter –

- For Metropolitan city - Rs.355/- per day
- For towns other than Metro cities - Rs.335/- per day

Ex-headquarter - Rs.345/- per day

Upcountry - Rs.750/- per day

OTHER CONDITIONS OF SERVICE

9. You will be governed by the terms and conditions of service annexed hereto, subject to such amendments, additions, deletions, changes, modifications, variations as may be effected from time to time.

10. You will also be subject to Company Rules and Regulations for the time being in force and as varied from time to time.

11. It is an integral part of the terms and conditions of your service with the Company that:

a) In the event of your leaving the Company by way of resignation, retirement, termination, or any reason whatsoever, you shall return all the Company's property which may be in your possession at the time of leaving the Company, such as, and including, printed stationery, unutilised samples, detailing folder, guide books, gift articles, gadgets, detailing bag, electronic gadgets and/or any other articles belonging to the Company and your dues shall be settled only on receipt of such Company's property.

b) Whatever material and/or information and/or training is given to you during the course of your employment with the Company, will be used by you as per the instructions given to you in this regard from time to time for the purpose of the Company's business only and shall not be used by you for any other purposes whatsoever. The same shall not be revealed and/or divulged, and/or made known, and/or given by you to any person other than the person/s for whom it is intended.



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Mumbai - 400 030

c) During the period of your employment with GLAXOSMITHKLINE PHARMACEUTICALS LIMITED you will be working in the Pharma Commercial department and will be dealing with certain sensitive reports, agreements, information and data which are also confidential in nature, ("the Information"). GSK considers and you acknowledge that the Information is GSK's proprietary and confidential property. Accordingly you hereby agree as follows:

- o You shall keep confidential the Information you have access to before, on or after the date of this Agreement. The Information shall at all times remain the property of GSK.
- o You shall not make any copies or reproductions of the Information except for the purpose of your employment with GSK, nor shall you use of the Information, nor disclose such Information to any third party whatsoever.
- o The confidentiality and non-use obligations accepted by you under this Agreement shall expire on the fifth (5th) anniversary of the date of your acceptance hereof.

12. On confirmation you will be entitled to leave facilities in accordance with the Company's rules and as applicable to representational staff. Even after confirmation, your services may be terminated by the Company without assigning any reason by giving one month's notice or one month's salary in lieu thereof. Should you wish to leave the services of the Company, you shall give to the Company one-month's notice in writing.

13. You will not, under any circumstances, ask for any change favourable to you in your date of birth recorded by the Company at the time of your appointment on the basis of the statements and documents submitted by you.

14. You will retire from the services of the Company on attaining the age of 60 years. You will also be entitled to Gratuity and Provident Fund as per the existing rules of the Company. We enclose requisite forms in respect of PF, Family Pension Scheme and Gratuity. Kindly complete and sign all these forms and return to Field Support Cell along with the signed copy of this letter.

15. You will in the first instance, be stationed either in Mumbai/Delhi/Kolkata & Chennai Selling Area, but the Company reserves the right to transfer you anywhere in India, from one Region to another, from one territory to another in the country, from one selling Division to another and from one area of activity to another (including a subsidiary or an associate Company) for business interest.

16. You will be governed by the Sales Promotion Employees (Service Conditions Act), 1976 as applicable to you and other Settlements/Agreements or law which may be entered into/made applicable to you from time to time. Further this appointment letter will also be treated as "Letter of Appointment" under the Sales Promotion Employees (Service Conditions Act), 1976 in view of prescribed details under Form A of the said Act being stated herewith in compliance with the requirements.

17. You shall neither assign nor pledge to third parties, including the Company's Stockists/ Retailers/ C & F Agents', any financial or other benefit to which you are entitled under the terms of your employment/ agreement/ contract with the Company, nor shall you avail of any personal benefit, whether in cash or in kind or in goods, from such third parties, including the Company's Stockist/ Retailers/ C & F Agents.



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Mumbai - 400 030

18. Prohibited Post-Employment Activities

You acknowledge and agree that, effective as of the Separation Date:

- (a) You removed any reference to the Company as Your current employer from any source You control, either directly or indirectly, including, but not limited to, any Social Media , and
- (b) You are not permitted to represent Yourself as currently being employed by the Company to any person or entity, including, but not limited to, on any Social Media.

For purposes of this Section, "Social Media" means any form of electronic communication (such as Web sites for social networking and micro blogging) through which users create online communities to share information, ideas, personal messages and other content, such as videos.

19. The personal and background information submitted by you at the time of joining will be verified by an external agency. On verification, if any of this information is found to be false, incorrect or given by way of fraudulent misrepresentation or in violation of the laws applicable, from time to time, you will be liable to be dismissed from the services of the company, apart from the company's right to initiate/take criminal action against you as per law.

20. In the event of any dispute or difference in connection with or arising out of your employment terms/conditions, the location for the purpose of jurisdiction shall be the State Labour Authority under the Industrial Disputes Act 1947, ["the said Authority"] situated in Chennai for MBA's of Chennai Selling Area; the said Authority situated in Delhi for the MBA's of Delhi Selling Area, the said Authority situated in Kolkata for the MBA's of Kolkata Selling Area: or the said Authority situated in Mumbai for the MBA's of Mumbai Selling Area, as the case may be, depending upon the Selling Area in which your current/last HQ is based.

21. You are advised to submit us the PAN No. and Aadhaar No. issued by Income Tax Department at the time of joining to enable us to update records.

22. Provide Provisional Certificate from college that you are bonafide student of the college and appeared for final year exam of the course.

23. Should you fail to bring your graduation passing certificate for the requisite examination, then your candidature will not be considered, and the probation period will be terminated forthwith.

24. GSK has a zero-tolerance policy towards harassment of any kind at the workplace. Accordingly, you are bound to abide by the Prevention of Sexual Harassment Policy of the Company. In the event you are found to have engaged in any acts that violate the provisions of such policy, appropriate disciplinary action up to and including termination of employment. This in accordance with local labour laws or company disciplinary policy/rules in place, if you are found guilty of any act of sexual harassment as contemplated in The Sexual Harassment of Women at Workplace Act, 2013

25. These terms and conditions as set out herein are acceptable to you, and you have signified your acceptance by signing the duplicate copy of this letter and the attached copies of the terms and conditions of service.



GlaxoSmithKline Pharmaceuticals Ltd.
GSK House,
Dr. Annie Besant Road, Worli
Mumbai - 400 030

Separation / Resignation:

a) The Company may, at any time and without assigning any reason, terminate this appointment by giving not less than 1 month notice or salary in lieu thereof.

b) You may at any time, resign from the services of the company upon giving not less than 1 month notice in writing. On submitting your resignation with the required notice period as provided for herein, the Company may choose to relieve you from an earlier date at its sole discretion, in which event, you will be paid salary for the unexpired portion of the notice period, if any. However, if such early exit or release is at your behest or request, you will be obligated to pay the company in lieu of the un-expired period of notice, which amount may be adjusted against any dues payable to you by the company.

c) If at any time you are certified by the Company's medical officer to be unfit for the duties for which you have been engaged, it will be open to the Company to terminate your services with 1 month notice, or 1 month salary in lieu of notice. In such case, you will not be entitled to any further payments from the Company, except the amounts that may be due to you under the Company's rules in force for your grade.

d) If at any time you by your conduct render yourself incompetent to perform your duties (such incompetence to be determined by the company) or if you be dishonest, disobedient, intemperate, irregular in attendance at work or otherwise misconduct yourself, or commit any breach of the terms and conditions of your employment, the company may terminate the employment forthwith without any notice or payment in lieu thereof. The company may also deduct from any salary then due to you such sums as in the opinion of the company may be equivalent to any loss the company may have sustained in consequence of your acts.

Group Term Life Insurance:

This is an employer sponsored insurance scheme. You will be covered under a Group Life Insurance Scheme which covers you up to 2 times of your 'ATEC (Annual Total Employment Cost) minus LTI', with a minimum coverage of INR 15 Lakhs.

Group Medical / Hospitalization Insurance Scheme (GMC):

This is an employer sponsored health coverage for employee and family (as defined in the policy). You and your dependents will be covered under the Hospitalization Insurance scheme. For detailed information on the extent of coverage, please refer to the policy document

Group Personal Accident Insurance (GPA):

This is an employer sponsored insurance scheme. The Group Personal Accident policy covers Accidental Death, Temporary Total disablement, Permanent Total Disability and Permanent Partial Disability caused due to an accident as key risks. Your personal accident insurance coverage is up to 2 times of your 'ATEC (Annual Total Employment Cost) minus LTI', with a minimum coverage of INR 15 Lakhs.



GlaxoSmithKline Pharmaceuticals Ltd.
GSK House,
Dr. Annie Besant Road, Worli
Mumbai - 400 030

Enclosed copy of Code of Conduct.

Chinmay Sharma
Executive Vice President, Human Resources

I accept this appointment and terms of service as stated above, as well as in the Agreement/Settlement along with Code of Conduct.

GSK ANTI-BRIBERY AND CORRUPTION REQUIREMENTS TO BE ABIDED BY THE EMPLOYEE

1. The GSK Anti-Bribery and Corruption Policy (POL-GSK-007) requires compliance with the highest ethical standards and all anti-corruption laws applicable in the countries in which GSK (whether through a third party or otherwise) conducts business. POL-GSK-007 requires all GSK employees and any third party acting for or on behalf of GSK to ensure that all dealings with third parties, both in the private and government sectors, are carried out in compliance with all relevant laws and regulations and with the standards of integrity required for all GSK business. GSK values integrity and transparency and has zero tolerance for corrupt activities of any kind, whether committed by GSK employees, officers, or third-parties acting for or on behalf of the GSK.

You shall comply with the following:

1. You shall comply fully at all times with all applicable laws and regulations, including but not limited to applicable anti-corruption laws.
2. You agree that you have not, and covenant and that you will not, during the course of your employment with GSK, directly or indirectly, promise, authorise, ratify or offer to make or make any "payments" of "anything of value" (as defined in the glossary section) to any individual (or at the request of any individual) including a "Government Official" (as defined in the glossary section) for the improper purpose of influencing or inducing or as a reward for any act, omission or decision to secure an improper advantage or to improperly assist him/ her or GSK in obtaining or retaining business.
3. You agree that you have not, and covenants and that you will not, during the course of your employment with GSK, directly or indirectly, promise, authorize, ratify or offer to make or make any "Facilitation Payments" (as defined in the glossary section) to any individual (or at the request of any individual) including a Government official.



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GSK House,
Dr. Annie Besant Road, Worli
Mumbai - 400 030

4. You shall not contact, or otherwise meet with any Government Official otherwise as required as part of your job responsibilities during the course of your employment with GSK.

5. You represent that you have not been convicted of or pleaded guilty to a criminal offence, involving fraud or corruption. You shall inform GSK in writing, if, during the course of this Agreement, you are convicted of or plead guilty to a criminal offence involving fraud or corruption or become the subject of any government investigation for such offenses, or are listed by any government agency as debarred, suspended, proposed for suspension or debarment, or otherwise ineligible for government program.

6. You represent and warrant that except as disclosed in writing: (1) you do not have any interest which directly or indirectly conflicts with your proper and ethical performance during the course of your employment with GSK; (2) you shall inform GSK in writing at the earliest possible opportunity of any conflict of interest that arises during the performance of this Agreement; and (3) you shall maintain arm's length relations with all third parties (including government officials) with which you deal for or on behalf of GSK or in course of employment with GSK.

7. You shall ensure that all transactions done during the course of your employment with GSK are properly and accurately recorded in all material respects on GSK's books and records and each document upon which entries such books and records are based is complete and accurate in all material respects. You must maintain a system of internal accounting controls reasonably designed to ensure that you maintain no off-the-books accounts.

8. You agree that, in the event that GSK believes that there has been a possible violation of the terms of this Agreement, GSK may make full disclosure of information relating to a possible violation of the terms of these Anti Bribery and Corruption Requirements at any time and for any reason to any competent government bodies and its agencies, and to whomsoever GSK determines in good faith has a legitimate need to know.

GLOSSARY

The terms defined herein should be construed broadly to give effect to the letter and spirit of POL-GSK-007.

"anything of value": this term includes cash or cash equivalents, gifts, services, employment offers, loans, travel expenses, entertainment, political contributions, charitable donations, subsidies, per diem payments, sponsorships, honoraria or provision of any other asset, even if nominal in value.

"Facilitation Payments": otherwise known as "greasing payments" shall mean a payment to an individual to secure or expedite the performance of a routine government action by government officials.

"Government Official" shall mean: (i) Any officer or employee of a government or any department, service provider or instrument of a government; (ii) Any person acting in an official capacity for or on behalf of a government or any department, service provider, or instrument of a government; (iii) Any officer or employee of a company or business owned in whole or part by a government; (iv) Any officer or employee of a public international organization such as the World Bank or United Nations; (v) Any officer or employee of a political party or any person acting in an official capacity on behalf of a political party; and/or (vi) Any candidate for political office.



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Mumbai - 400 030

“payments”: this term refers to and includes any direct or indirect offers to pay, promises to pay, authorizations of or payments of anything of value.”

Code of Conduct

1. PURPOSE

It is vital to the financial success of GSK that we conduct our business with honesty and integrity and in compliance with all applicable legal and regulatory requirements. This Code of Conduct sets out the fundamental standards to be followed by employees in their everyday actions on behalf of the Company. Further guidance on the Company's standards in specific areas will be provided through related corporate policies and guidelines.

2. SCOPE

This policy applies to all GSK employees world-wide, within all sectors, regions, areas and functions.

3. POLICY

Each GSK employee must:

- 3.1 Conduct the Company's business with honesty and integrity and in a professional manner that protects the Company's good public image and reputation.
- 3.2 Build relationships with customers, vendors and fellow employees based on trust and treat every individual with respect and dignity in the conduct of Company business.
- 3.3 Become familiar with and comply with legal requirements and Company policy and procedures.
- 3.4 Avoid any activities that could involve or lead to involvement in any unlawful practice or any harm to the Company's reputation or image.
- 3.5 Avoid actual or potential conflicts of interests with the Company, or the appearance thereof, in all transactions.
- 3.6 Provide accurate and reliable information in records submitted, safeguard the Company's confidential information, and respect the confidential information of other parties with whom the Company does business or competes.
- 3.7 Promptly report to the Company any violations of law or ethical principles or Company policies that come to the employee's attention, and cooperate fully in any audit, enquiry, review or investigation by the Company.
- 3.8 Provide the Company's External Auditor with access at all times to the Company's records and accounts (in whatever form they are held) and provide additional information as requested by the External Auditor. If such requested information is legally privileged the employee must contact the Legal Department before responding to the request.

4. RESPONSIBILITY

- 4.1 All employees must uphold these standards in the conduct of Company business and the Company must handle, in a manner consistent with these standards and related policies, all actual and apparent conflicts of interest between personal and professional relationships and all other matters governed by this Code and such related policies. If a decision about a particular action is not covered specifically by this Code or related corporate policies, employees are required to seek guidance from their supervisor or appropriate internal resources, such as the Legal Department, Human Resources or Compliance Officers.



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4.2 Senior management should be a role-model for these standards by visibly demonstrating support and by regularly encouraging adherence by managers. Managers should ensure all their employees receive guidance, training and communication on ethical behavior and legal compliance relevant to their duties for the Company.

4.3 Failure by any employee to comply with this or any GSK policy will subject employees, including supervisors who ignore prohibited conduct, or have knowledge of the conduct and fail to correct it, to disciplinary action up to and including separation from employment with the Company.

4.4 When in doubt as to the correct action to take, ask the following question. "Would I feel comfortable in explaining this action to my family or close friends or seeing my action reported on the front page of the local newspaper?" The Company is best served when each employee's answer to this question is an unqualified, "Yes."

GSK Employee Personally Identifiable Information Protection Notice (PII)

1. Introduction

GSK plc and its affiliated entities ("GSK") operate in many different countries. We are committed to protecting the privacy of our employees. This Notice explains how we collect, use and disclose the Personally Identifiable Information (as defined below) relating to our employees.

2. Information We Collect About You and Why

In the course of your employment with a local GSK company (the "Company"), the Company will collect information about you and your dependents relating to your working relationship with the Company. We refer to such information as "Personally Identifiable Information" or "PII." Please see pages 3 and 4 of this Notice for a description of PII collected and the purposes for which we use that PII.

3. Transfer and Joint Use of Personally Identifiable Information

Due to the global nature of our operations, and as we grow globally, GSK needs to be able to move employees' PII across our organization. Accordingly, the Company may disclose and transfer certain PII to personnel and other departments throughout GSK to fulfill the purposes described in this Notice. This may include transferring the PII to locations outside the country in which you work (including the US and outside the European Economic Area ("EEA")). For a list of the Company affiliates that may jointly process and use PII, please contact Human Resources. GSK is the entity responsible for the management of jointly used PII.

Access to, processing and use of PII within GSK will be limited to those individuals who have a need to know the information and may include your manager, as well as personnel in Human Resources, Legal, Technology Services, Security, Accounting and Internal Audit.

All personnel within GSK will generally have access to business contact information such as name, position, workplace telephone numbers, work address and work email address.

From time to time, GSK may need to make PII available to other parties, such as legal and regulatory authorities; accountants, auditors, lawyers and other outside professional advisors; and to companies that provide products and services to GSK (such as payroll, pension scheme, insurance or medical benefits providers; human resources services, performance management, IT systems suppliers and support; and other third parties engaged to assist GSK in carrying out business activities), located wherever GSK operates. Some



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of these services will be provided from countries outside of the jurisdiction where you work. GSK takes steps to ensure that these service providers protect the confidentiality and security of PII, and to ensure that PII is processed only for the provision of the services to GSK and in compliance with applicable law.

4. Security

The Company will take the appropriate legal, organizational, and technical measures to protect PII consistent with applicable privacy and data security laws. When the Company retains a third-party service provider, that provider will be carefully selected and required to use appropriate measures to protect the confidentiality and security of the PII.

5. Data Integrity and Retention

The Company takes reasonable steps to ensure that PII we process is reliable for its intended use, accurate, and complete as necessary to carry out the purposes described in this Notice. The Company will retain PII for the period necessary to fulfill the purposes outlined in this Policy, unless a longer retention period is required or permitted by law.

6. Access and Correction Requests, Questions and Complaints

If you have any questions or concerns about how we process PII please contact Human Resources. In certain countries you may have the right to access or modify PII or object to the use of PII, in limited circumstances, as specified by the applicable national law. Please contact Human Resources with any such requests. Please note that certain PII may be exempt from such access, correction, or objection rights pursuant to local data protection laws.

7. Employee's Obligations

You have the duty to keep PII up to date and to inform us of any significant changes to PII about you. You agree to inform your dependents whose PII you provide to the Company about the content of this Notice.

You agree to follow the Company's policies and procedures in handling any personal data to which you have access in the course of your relationship with the Company. In particular, you will not access and will not use any personal data for any purpose other than in connection with and to the extent necessary for your work with the Company. You understand that these obligations continue to exist after termination of your relationship with the Company. Violations of these obligations may result in disciplinary actions, up to and including termination of employment in some countries.

Consent

I have read and agree to comply with the GSK Employee PII Protection Notice. I understand that the Company may collect, use, process, transfer, and disclose PII about me as described in the Notice. I also understand that under applicable law, some PII can be collected, used, transferred or disclosed without my consent and that the Company reserves the right to undertake that activity when appropriate, and that the PII might be transferred to other entities both within and outside of the country in which I am based.

I consent to the collection, use, processing, transfer and disclosure of my PII as described in this Notice.

Personally Identifiable Information Collected



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The following categories of PII may be used for the purposes described below. The examples given in the list of each category are not an exhaustive list of all types of PII included in each category for the purposes of this Notice.

- Personal Details: Name, maiden name and surname, home, e-mail and telephone details, home address, birth date, national identification number, gender, marital status, dependents, emergency contact information, photograph;
- Documentation Required Under Immigration Laws: Citizenship, passport data, details of residency or work permit;
- Business travel and expenses: form of address, preferred language of communication, license plate number (if applicable, for company or private car), Swift number, IBAN, corporate credit card
- Personal financial information (if applicable): for participation in GSK programs such as child care and relocation.
- Information Workplace: PII processed in relation to email accounts and collaboration tools, including instant text messaging, desktop sharing, virtual meetings, meeting agendas and actions management, document repositories and portals, including GSK social networking websites, used for publishing information in relation to particular GSK business units
- Payroll Data: Banking details, working time records (including vacation and other absence records, leave status, hours worked and contractual or department standard hours), tax codes, and termination date;
- Position: Description of current position, title, salary plan, pay grade or level, unit/department, location, supervisor(s) and subordinate(s), employee identification number, employment status and type, terms of employment, employment contract, works council ID (if applicable), work contact details, work history with GSK, (re-)hire and termination date(s), length of service, retirement eligibility, promotions and disciplinary records;
- Talent Management Information: Details contained in letters of application and resume/CV, previous employment background, education history, professional qualifications, language and other relevant skills, details on performance management ratings, development plan and willingness to relocate;
- Compensation and benefits: Base salary, bonus, benefits, pay enhancements for dependents, overtime and shift work, salary step within assigned grade, details on stock options, stock grants and other awards, currency, pay frequency, effective date of current compensation, salary reviews and performance appraisals;
- Management Records: Details of any shares of common stock or directorships; and
- Sensitive Personally Identifiable Information as required and permitted by Applicable Law: for example, diversity-related Sensitive Personally Identifiable Information (such as racial or ethnic origin) in order to comply with legal obligations and internal policies relating to diversity and anti-discrimination; health information as necessary to manage sickness absence and provide employee health and safety programmes, including employee assistance plans and flu pandemic response; and information necessary to perform appropriate background checks.

The purposes for which we collect, use and transfer Personally Identifiable Information include:

- **Managing Workforce:** Managing work activities and personnel generally, including evaluations, promotions and succession planning; administering and paying salary and salary reviews, wages and other awards such as stock options, stock grants and bonuses, health care, pensions and savings plans, providing total reward statements; managing and administering training and development; leave, health, employee assistance, and safety programmes; promotions, transfers and secondments; honoring other contractual benefits and loans; performing workforce analysis and planning, and background checks; managing recruitment for internal positions;



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coaching; employee relations and disciplinary matters; employee service centre activity (inquiries, policy interpretation, transactions); terminations and outplacement services; and making business travel arrangements.

· **Communications and Emergencies:** Facilitating communication with employees; providing references; ensuring business continuity, including pandemic planning and flu vaccine or anti-viral distribution, protecting the health and safety of employees and others; safeguarding IT infrastructure, office equipment and other property; and facilitating communication in an emergency.

· **Business Operations:** Operating and managing the IT and communications systems; managing product and service development; improving products and services; managing company assets; allocating company assets and human resources; strategic planning; project management; business continuity; compilation of audit trails and other reporting tools; maintaining records relating to manufacturing and other business activities; budgeting, financial management and reporting; communications; and managing mergers, acquisitions and re-organizations or disposals, including providing information to future purchasers of the Company or of the business in which you work.

· **Compliance:** Complying with legal and other requirements, such as income tax and national insurance deductions; record-keeping and reporting obligations; conducting audits; compliance with government inspections and other requests from government or other public authorities; responding to legal process such as subpoenas; pursuing legal rights and remedies; defending litigation and managing any internal complaints or claims; and complying with internal policies and procedures.

· **Employee Resource Usage and Corporate Investigations:** Monitoring activities as permitted by local law (including the monitoring telephone, email, Internet, site access and other company resources); and conducting internal investigations.

From: Astha Gupta <astha@chikitsa.io>
Sent: 24 February 2025 03:29 PM
To: Vinod Tejjwani
Cc: Chirag Goyal; Chanchal Goyal; N Satheeshkanna; Anita Thapa; Akshay Kumawat; Pardeep Arya; Nitin Madhav Rodge
Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur
Attachments: offerletter Akshay Kumawat.pdf; offerletter Nitin.pdf; offerletter Pardeep Arya.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.

Dear **Vinod Tejjwani Ji**,

I hope you are doing well.

We are pleased to inform you that we have selected **three candidates from IHMR** for the **Field Sales Executive** internship at **Vigorus Healthtech Pvt. Ltd.** The selected candidates are:

- 1. **Akshay Kumawat**
- 2. **Nitin Madhav Roje**
- 3. **Pradeep Arya**

The internship will commence on **10th March 2025**, and upon successful completion of their internship of 3 months, they may be offered **full-time employment** based on their performance. Their **annual package will be ₹4.2 LPA**, and they will be eligible for a **performance-based bonus of ₹80,000**, which will be awarded at the end of the year as an incentive for their commitment and contribution to the company as they will complete one full year with us as full time employee.

Their **training will begin online from 7th March 2025**.

Attached are the **offer letters** for all three candidates in PDF format. They are required to **print, sign, and send a scanned copy** to both **astha@chikitsa.io**. Also they must bring a **hard copy** of the signed offer letter on their **joining date**.

Please let us know if you need any further information. Looking forward to their onboarding.

Best regards,

Astha Gupta.
9509917266.
astha@chikitsa.io

On 24-Jan-2025, at 12:37 PM, Vinod Tejjwani <vinodtejjwani@iihmr.edu.in> wrote:

Dear Ms. Astha,

Greetings from IHMR University Jaipur!

It was great welcoming you and team Chikitsa for campus recruitment at IHMR University Jaipur.

As discussed, request you to share the result of selected candidates and way forward.

The students can join from

With Regards,

<image001.png>

Vinod Tejjwani
Dean- Placements & Alumni Relations
<image002.gif>
A: IHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejjwani@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

<image003.png> <image004.png> <image005.png> <image006.png> <image007.png>

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From: Vinod Tejjwani
Sent: 20 January 2025 05:41 PM
To: Astha Gupta <astha@chikitsa.io>
Cc: Chirag Goyal <chirag@chikitsa.io>; Chanchal Goyal <chanchal@chikitsa.io>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: FW: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

Dear Ms. Astha,

Greetings from IIHMR University Jaipur!

Thanks for sharing the requirements. Please find attach the resumes of 27 interested candidates.

We welcome you and team Chikitsa on 23rd January 2025 at IIHMR University Jaipur.

As discussed, We will start the Pre Placement Talk followed by Interview process at 10:30 AM .

With Regards,

<image001.png>

Vinod Tejawani

Dean- Placements & Alumni Relations

<image002.gif>

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: Astha Gupta <astha@chikitsa.io>

Sent: 07 January 2025 10:28 PM

To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>

Cc: Chirag Goyal <chirag@chikitsa.io>; Chanchal Goyal <chanchal@chikitsa.io>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>

Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_ IIHMR University, Jaipur

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Dear Mr. Vinod Tejawani,

Thank you for the opportunity to collaborate with IIHMR University Jaipur for the upcoming campus recruitment drive. Below is the detailed Job Description for the **Field Sales Profile** we are hiring for:

Position Title: (Field Sales Executive) Research and Sales Profile

Job Location: Pune and Jaipur (with travel to other locations based on business needs)

Number of Openings: 2–4

CTC Offered: ₹5–6 LPA

Roles and Responsibilities:

1. Market Research and Lead Generation:

- Conduct extensive market research to identify potential clients and create a strong sales pipeline.
- Analyze market trends to strategize sales efforts effectively.

2. Field Sales Activities:

- Engage in direct, on-ground sales activities, including client visits, product demonstrations, and negotiations.
- Develop a deep understanding of client needs to provide tailored solutions.
- Travel extensively to meet clients and build strong relationships across various locations.

3. Client Relationship Management:

- Build and nurture long-term client relationships to ensure repeat business and sustained growth.
- Act as the primary point of contact for clients, addressing inquiries and providing excellent service.

4. Sales Strategy Execution:

- Work collaboratively with internal teams to align sales activities with company objectives.
- Meet and exceed monthly and quarterly sales targets.

5. Reporting and Insights:

- Prepare detailed sales reports, tracking progress and providing insights for strategic decision-making.
- Provide feedback to the management team to improve offerings and processes.

Required Skills and Competencies:

- Strong interpersonal and communication skills.
- Ability to build rapport and maintain relationships with clients.
- Proven problem-solving and negotiation skills.
- Self-motivated and result-oriented, with the ability to work independently.
- Willingness to travel extensively as part of the role.

Eligibility Criteria:

- Open to candidates from any educational stream.
- Freshers with excellent communication and a passion for sales are welcome to apply.

Selection Process:

The selection process will involve **two rounds**, starting with a preliminary interview followed by a final personal interview to assess candidates' communication, problem-solving, and sales aptitude.

We are excited to meet talented students from IIHMR University and look forward to a successful campus recruitment drive on **23rd January 2025**. Please let us know if any further information is required.

With Regards,

Astha Gupta.

On 06-Jan-2025, at 10:41 AM, Vinod Tejawani <vinodtejawani@iihmr.edu.in> wrote:

Dear Mr. Chirag,

Thanks a lot for connecting me to Ms. Astha. We welcome team Chikitsa to IIHMR University Jaipur on 23rd January 2025.

Dear Ms. @Astha Gupta

To facilitate the process, we kindly request you to share the below required details for the Final Placements, including:

• Job Description	
• Job Location	
• Eligible Streams	
• Total Vacancies	
• CTC Offered	
• Selection Process	
• Campus Recruitment Date	

With Regards,

<image001.png>

Vinod Tejawani
Dean- Placements & Alumni Relations
<image007.gif>
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: Chirag Goyal <chirag@chikitsa.io>
Sent: 04 January 2025 04:00 PM
To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>
Cc: Chanchal Goyal <chanchal@chikitsa.io>; Astha Gupta <astha@chikitsa.io>
Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_ IIHMR University, Jaipur

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Hi Vinod Ji,

As discussed I am looping Astha for the Co-Ordination for this and we are planning to have this on 23rd.

Best Regards,

<image014.png>

From: Vinod Tejawani <vinodtejawani@iihmr.edu.in>
Date: Saturday, 4 January 2025 at 12:12 PM
To: Chirag Goyal <chirag@chikitsa.io>
Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_ IIHMR University, Jaipur

Dear Mr. Chirag,

Greetings from IIHMR University Jaipur!

At the outset let me thank you and your esteemed organisation for your always support.

On behalf of **IIHMR University, Jaipur**, I am pleased to extend a cordial invitation to you and your esteemed organization to visit our campus for the recruitment of the **MBA Batch 2023-25**.

At IIHMR University Jaipur, we offer specialized MBA programs in:

- Hospital and Health Management
- Pharmaceutical Management
- Development Management
- Health Analytics (1st Year)

Our university is dedicated to nurturing professionals who embody excellence, compassion, and a commitment to society. We focus on shaping young minds with the vision to empower themselves and others, providing them with a strong foundation in both theoretical and practical knowledge.

Enclosed with this email is a copy of the **Batch Demography, Course Details** for your kind consideration.

To facilitate the process, we kindly request you to share the below required details for the Final Placements, including:

• Job Description	
• Job Location	

• Eligible Streams	
• Total Vacancies	
• CTC Offered	
• Selection Process	
• Campus Recruitment Date	

We look forward to the possibility of strengthening our relationship with your esteemed organization and hosting you during our Placement season this year. We are excited about the opportunity to form a lasting association through our Campus Recruitment Program (2023-25 batch).

Please feel free to reach out if you need any further information or assistance. I will be happy to assist you.

With Regards,

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<image009.png> <image010.png> <image011.png> <image012.png> <image013.png>

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Vinod Tejawani
Dean- Placements & Alumni Relations
<image007.gif>
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)


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



FW: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur- India

From Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Date Fri 5/23/2025 01:05 PM
To Anita Thapa <anitathapa@iihmr.edu.in>
Cc N Satheeshkanna <satheeshkanna@iihmr.edu.in>

FYI

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: Nirav Doshi <hr@healthwareindia.com>
Sent: 07 March 2025 11:31 AM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur- India
Importance: High

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

Dear Tejwani Ji,

As discussed, this is to inform you that **Mr. Rohit Kumar Biswal** has been **selected** for the position of **Sales Executive** with a **CTC of 5 LPA** during the recent placement process conducted by us.

Regards,
Tiji Varghese
Manager – HR



www.healthwareindia.com


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



Offer Letter

25/10/2024

Ref. No: - OL/CRPL/24-25

**TO,
MS. RUCHILA FATING
NAGPUR,
MAHARASHTRA**

Dear Ms. Ruchila,

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.

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.

**MAX D'SOUZA
VICE PRESIDENT – HUMAN RESOURCE**

- 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.
- 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.
- You will not be eligible for prorata base increment for the year 2024.
- 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

Ramavatar Saini

From: Nutan Mishra <nutanm@coronaremedies.com>
Sent: 28 October 2024 12:46
To: N Satheeshkanna; Vinod Tejawani
Cc: Max D'Souza; Bhaven Shah; Anita Thapa; Bhaven Shah; Vishva Dave
Subject: Congratulations to All Offered Students- IIHMR Jaipur
Attachments: Offer Letter - Harshawardhan Nalwadey.pdf; offer letter- Ruchila Fating.pdf; offer letter- Prinsi Gangurde.pdf; offer letter- Soham Mirani.pdf; IIHMR CTC Breakup.pdf; Offer Letter - Ms. Binali Contractor.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

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Dear Satheesh,

Congratulations to all the students who have been offered positions with us!

We are pleased to attach the offer letters for your reference.

Ms. Binali Contractor has been offered the position of **Trainee Analyst - Supply Chain Management (SCM)**. She is required to join us on or before **1st January 2025**.

A few important points to note:

- **Joining Date:** The students will be joining CORONA on **1st August 2025**.
- **Initial Training:** For the first 6 months, it is essential for them to work in the field and gain practical experience.
- **Requirements:** Each candidate will need to have their own two-wheeler for city-based fieldwork.

Students Name	DOJ
Ms. Ruchila Fating	1st August 2025.
Mr. Soham Mirani	1st August 2025.
Ms. Prinsi Gangurde	1st August 2025.
Mr. Harshwardhan Nalwadey	1st August 2025.

Please let us know if you have any questions or need further assistance.

Best regards,

Nutan Patel
Senior Manager - Corporate HR


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

**CORONA Remedies Private Limited**

CORONA HOUSE, "C", Mondeal Business Park,
Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: +91 9727443532

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

Sent: 24 October 2024 11:39

To: Nutan Mishra <nutanm@coronaremedies.com>

Cc: Max D'Souza <maxd@coronaremedies.com>; Bhaven Shah <bhavens@coronaremedies.com>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>

Subject: Re: Final List of Candidates for Interview at CORONA Remedies HO & Reimbursement for 3-Tier AC Travel Fare

Dear Ma'am,

Greetings!!!

As desired, I would like to share the students travel plan with this mail for your kind perusal. Also, We have asked the students to report at your esteemed organization at 10:00 AM tomorrow.

This is for your kind information.

Students Name	Train No. and Name	Depature	Arrival
Ms. Ruchila Fating	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Mr. Soham Mirani	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Ms. Prinsi Gangurde	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Ms. Shefali Karmore	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Mr. Hashmukh Chaudhary	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Mr. Harshwardhan Nalwadey	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Ms. Sakshi Zod	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Ms. Purva Pandya	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Ms. Vinamrata Shetty	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm

Thanks & Regards,



N. Satheeshkanna,
Manager - Placements



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

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From: Nutan Mishra <nutanm@coronaremedies.com>

Sent: 21 October 2024 17:42

To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

Cc: Max D'Souza <maxd@coronaremedies.com>; Anita Thapa <anitathapa@iihmr.edu.in>; Bhaven Shah <bhavens@coronaremedies.com>

Subject: RE: Final List of Candidates for Interview at CORONA Remedies HO & Reimbursement for 3-Tier AC Travel Fare

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

Dear Satheesh

As per our previous discussions, we are pleased to inform you that CORONA remedies will be providing reimbursement for 3-tier AC travel fare for your journey to and from.

Please follow the steps below for the reimbursement process:

1. Kindly retain the original tickets or e-tickets for both the onward and return journeys.
2. Submit the travel fare receipts within [2 days] after completing the journey.
3. Ensure the documents are sent to HR for processing.

If you have any questions or need further clarification, feel free to reach out to us at [9727443532].

We look forward to welcoming you soon!

Best Regards,

Nutan Patel

Senior Manager - Corporate HR



CORONA Remedies Private Limited

CORONA HOUSE, "C", Mondeal Business Park,
Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: +91 9727443532

From: Nutan Mishra

Sent: 21 October 2024 17:28

To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

Cc: Max D'Souza <maxd@coronaremedies.com>; Anita Thapa <anitathapa@iihmr.edu.in>; Bhaven Shah <bhavens@coronaremedies.com>

Subject: Final List of Candidates for Interview at CORONA Remedies HO

Dear Satheesh,

Please find below the final list of shortlisted candidates. We kindly request you to arrange for them to come to our Head Office for the final interview and discussion.

Candidate List:

1. Ms. Ruchila Fating
2. Mr. Soham Mirani
3. Ms. Prinsi Gangurde
4. Ms. Shefali Karmore
5. Mr. Hashmukh Chaudhary
6. Mr. Harshwardhan Nalwadey
7. Ms. Sakshi Zod
8. Ms. Purva Pandya
9. Ms. Vinamrata Shetty

Date: 25th October 2024 (Friday)

Venue:

CORONA Remedies Pvt. Ltd.
T, C, S Mondeal Business Park
Near Gurudwara, Thaltej, Ahmedabad

Contact Person:

Ms. Nutan Patel – +91 97274 43532

Please let me know if you require any further details.

Thank you!

Best regards,

Nutan Patel

Senior Manager - Corporate HR



CORONA Remedies Private Limited

CORONA HOUSE, "C", Mondeal Business Park,
Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: **+91 9727443532**

From: Nutan Mishra

Sent: 17 October 2024 13:03

To: 'Vinod Tejwani' <vinodtejwani@iihmr.edu.in>; 'N Satheeshkanna' <satheeshkanna@iihmr.edu.in>

Cc: Max D'Souza <maxd@coronaremedies.com>; 'Anita Thapa' <anitathapa@iihmr.edu.in>

Subject: Travel Plan and Orientation Schedule for Jaipur Visit

Dear Satheesh,

Please find below the travel plan and orientation schedule for our upcoming visit to Jaipur:

Orientation Session:

- **Date:** 18th October 2024
- **Time:** 09:30 am (sharp)
- **Venue:** Classroom seating
- **Agenda:**
 - Formation and announcement of groups in the classroom.
 - **Process:**
 1. **Aptitude Test:** To be conducted in the classroom.
 2. **Group Photo :** with the students
 3. **First Round (Project Making):** 45 minutes will be allocated for project making, followed by 15 minutes for presentation.
 4. **Second Round (PI):** Personal Interviews.

Attendees:

- **18th October 2024 at Jaipur (tkts attached)**
 - Ms. Richa Shah – Sr. Manager, Corporate Strategy
 - Ms. Nutan Patel – Sr. Manager, Corporate HR
- **19th October 2024 at Jaipur:**
 - Mr. Anshul Satija – AVP, Sales and Marketing

Travel Plan:

- **Departure:** 18th October 2024 at 18:00 hrs to Jaipur (Richa Shah and Nutan Patel)
- **Return:** 19th October 2024 at 22:45 hrs from Jaipur to Ahmedabad (Richa Shah, Nutan Patel, Anshul Satija)

Return Travel Details:

- **19th October 2024:** Our return flight is scheduled for 22:45 hrs, and we aim to reach the airport by 21:00 hrs.

Please let me know if you need any additional information.



Best Regards

Nutan Patel

Senior Manager -Corporate HR

Tel: 079- 40233000 Extn : 254

Mobile: +91 9727443532

Email : nutanm@coronaremedies.com



<https://www.linkedin.com/in/nutan-patel-71b63a7/>

At CORONA REMEDIES it's not Human Resources but Resourceful Humans

Hormones: Tabs, Soft Gel Caps, Gel, Cream, Ointments
General OSD: Tabs, Cap, Tab in cap, Tab+granules in a Cap
General Effervescent: Effer tabs, Effer granules/ Powder in sachets
Others: Nutraceuticals, Oral Liquid/Syrups

From: Nutan Mishra

Sent: 25 September 2024 11:04

To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

Cc: Max D'Souza <maxd@coronaremedies.com>; Anita Thapa <anitathapa@iihmr.edu.in>

Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

Dear Sir

A slight change in the date we have rescheduled the dates to **19th October 2024 .**

Nutan Patel

Senior Manager - Corporate HR



CORONA Remedies Private Limited

CORONA HOUSE, "C", Mondeal Business Park,

Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: +91 9727443532



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

Sent: 23 September 2024 19:15

To: Nutan Mishra <nutanm@coronaremedies.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

Cc: Max D'Souza <maxd@coronaremedies.com>; Anita Thapa <anitathapa@iihmr.edu.in>

Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Madam,

Thanks a lot. We will share the JD with students and will share the list of interested candidates with you shortly.

We are also blocking the Calander for 05th October 2024 to welcome team Corona Remedies.

Dear @N Satheeshkanna please take it forward with students and share the list of interested candidates.

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: Nutan Mishra <nutanm@coronaremedies.com>

Sent: Monday, September 23, 2024 7:10 PM

To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>

Cc: Max D'Souza <maxd@coronaremedies.com>

Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

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Dear Vinod Ji,

We kindly request you to share a list of Students who you believe would be interested in the opportunity we have to offer. Once we receive the list, we plan to organize a screening process at our campus. During this event, the Students will be given a small assignment to assess their skills and abilities.

Following the group assignment, we have planned one-on-one personal interviews with the candidates. For this, we have assembled a panel of experienced professionals who will be conducting the interviews:

- Ms. Richa Shah – Sr. Manager Corporate Strategy
- Ms. Nutan Patel – Sr. Manager Corporate HR

The selection process will be based on the candidates' performance in the group assignment as well as their performance in the personal interview. We believe this comprehensive evaluation will help us identify the most suitable candidates for the position.

After the campus screening and personal interviews, the final shortlisted candidates will be invited to our Head Office for further discussions regarding the role, as well as salary negotiations.

We appreciate your support and assistance in this crucial hiring process. Please feel free to reach out if you need any further information or if you have any questions. We are looking forward to collaborating with you to identify the best talent for our organization.

Thank you for your cooperation.

COMPANY PROFILE

I trust this email finds you in good health.

On behalf of Corona Remedies Private Limited, I extend my heartfelt gratitude for the invitation to the IIHMR University campus hiring event scheduled for **05th Oct 2024**.

We are enthusiastic about participating in the event and engaging with the talented students of IIHMR University. At Corona Remedies, we take immense pride in our innovative work culture and the unique concept of "Care for Coronates," which has propelled us to the forefront of the pharmaceutical industry. With a team of over 4200 talented professionals, we have not only witnessed growth but have also made significant contributions to the industry.

We are specifically looking to recruit skilled individuals for our Corporate Strategy Team, particularly for the position of Management Trainee. This role involves working on diverse Corporate Projects related to Digital Marketing, Market Research, Medico-Marketing, and Brand Management. We are seeking candidates with strong analytical skills, a passion for Medico-Marketing and Corporate Strategy, as well as exceptional interpersonal and communication skills.

Position: Management Trainee – Corporate Strategy Team

Qualification: M.Pharma/M.B.A or B.Pharma/M.B.A

Job Location: Ahmedabad

CTC Range: Up to 5.50 LPA

Job Responsibilities:

- Analyse and share reports on business audit for targeted therapy & brand
- Conduct market understanding, competition mapping, targeting, and segmentation exercises for brand planning
- Develop creative marketing communication in line with product positioning & communication objectives
- Coordinate with partners to identify gaps and execute marketing strategies
- Conduct various digital promotion activities, including Virtual CMEs and Social Media Engagement
- Provide Medico-Marketing Training, conduct CME/RTM/Webinars as needed
- Understand the molecule from a medical perspective, identify differentiation points vs competitors, review newer studies published
- Assist & Co-ordinate with Medical/Marketing team for certain projects on a need basis

Our team is eager to join the campus placement event on 07th November 2023, starting from 10:30 AM onwards. We are excited about the prospect of meeting the promising students of IIHMR University who share our commitment to innovation and excellence.

Once again, thank you for extending this invitation to us. If you require any additional information or have any queries, please do not hesitate to reach out. We are looking forward to a fruitful and engaging event.

Nutan Patel
Senior Manager - Corporate HR



CORONA Remedies Private Limited

CORONA HOUSE, "C", Mondeal Business Park,
Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: +91 9727443532



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

Sent: 23 September 2024 19:05

To: Nutan Mishra <nutanm@coronaremedies.com>

Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_ IIHMR University, Jaipur

Dear Madam,

We welcome team Corona Remedies to IIHMR University Jaipur .

Request you to share the JD along with tentative dates so that we can block the Calander and share the JD with stduents for nomination.

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: Nutan Mishra <nutanm@coronaremedies.com>

Sent: Monday, September 23, 2024 6:53 PM

To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>

Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

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We are planning to come in 1 week of Oct 2024

Nutan Patel

Senior Manager - Corporate HR



CORONA Remedies Private Limited

CORONA HOUSE, "C", Mondeal Business Park,
Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: +91 9727443532



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

Sent: 23 September 2024 18:51

To: Nutan Mishra <nutanm@coronaremedies.com>

Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Nutan,

Greetings from IIHMR University Jaipur!

At the outset let me thank you and team Corona Remedies for your always support.

On behalf of **IIHMR University, Jaipur**, I am pleased to extend a cordial invitation to you and your esteemed organization to visit our campus for the recruitment of the **MBA Batch 2023-25**.

At IIHMR University Jaipur, we offer specialized MBA programs in:

- **Hospital and Health Management**
- **Pharmaceutical Management**
- **Development Management**
- **Health Analytics (1st Year)**

Our university is dedicated to nurturing professionals who embody excellence, compassion, and a commitment to society. We focus on shaping young minds with the vision to empower themselves and others, providing them with a strong foundation in both theoretical and practical knowledge.

Enclosed with this email is a copy of the **Batch Demography, Course Details** for your kind consideration.

To facilitate the process, we kindly request you to share the below required details for the Final Placements, including:

• Job Description	
• Job Location	
• Eligible Streams	
• Total Vacancies	
• CTC Offered	
• Selection Process	
• Campus Recruitment Date	

We look forward to the possibility of strengthening our relationship with your esteemed organization and hosting you during our Placement season this year. We are excited about the opportunity to form a lasting association through our Campus Recruitment Program (2023-25 batch).

Please feel free to reach out if you need any further information or assistance. I will be happy to assist

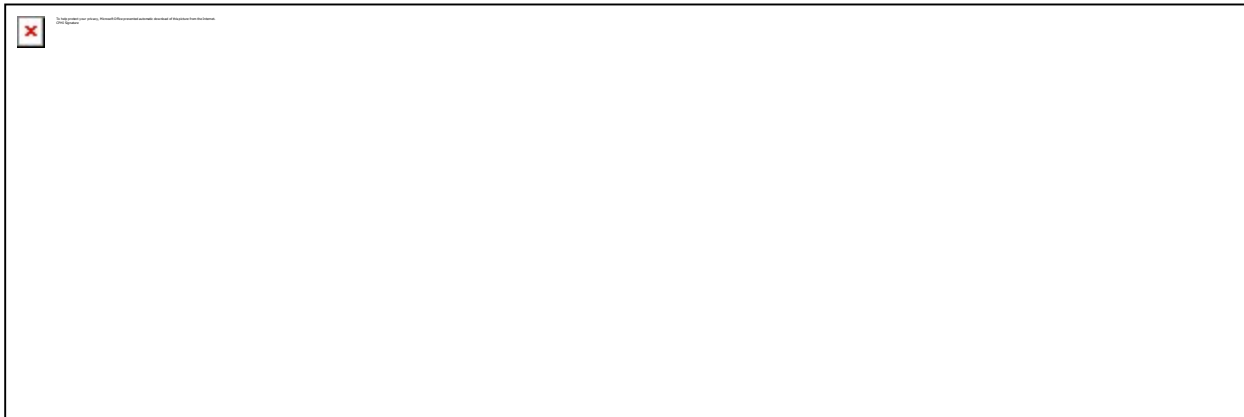
With Regards,



Vinod Tejwani
Dean- Placements & Alumni Relations

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: vinodtejwani@iihmr.edu.in | **W:** www.iihmr.edu.in
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Date : 30.01.2025

VRL/HRA-OL\2025

Mr. Sachdeo Singh
S/o Mr. Sudhir Kumar,
Quarter No. 16/4 F, Type Bankmore,
Kiriburu, Distt. West Singhbhum,
Kiriburu Base Camp, Jharkhand
833222

Dear Mr. Sachdeo Singh,

Thank you for interacting with us to pursue an employment opportunity with our Company. Based on your interview with us on 19/01/2025, we are delighted to offer you the position of **Management Trainee, Scale-II** 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 03/02/2025.
- (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 IIMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

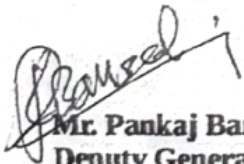
You are requested to kindly share the following documents on your joining-

- 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, Sachdeo Singh, do hereby solemnly affirm, undertake & accept the Job offer by Venus Remedies Limited for the post of Management Trainee in PMT-III 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.

Date: 02/02/25

Deponent : Sachdeo Singh



Registrar

CTC Structure (Annexure to Appointment Letter)		
Name:	Mr. Sachdeo Singh	
Designation:	Management Trainee	
Department:	PMT-III	
Date of Joining:	03.02.2025	
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
Earned leave	17500	1458
LWF	744	62
Mediclaime 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 & Credited in leave account next year.

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

Deputy General Manager (HRA)


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



SRI KANCHI KAMAKOTI MEDICAL TRUST

SANKARA EYE FOUNDATION, INDIA

BOARD OF TRUSTEES

Dr.S.V. Balasubramaniam - Chairman

Dr.R.V. Ramani - Founder & Managing Trustee
Padma Shri Awardee

Dr.P.G. Viswanathan | Dr.S.R. Rao | Dr.S. Balasubramanian | Sri.M.N. Padmanabhan | Sri.J.M. Chanrai | Mrs. Seetha Chandrasekar | Ms. Rekha Jhunjhunwala

01st March 2025

Mr. Ashish Bansidhar Saini
Plot no 4 Gulab Nivas,
Nandanvan colony,
Shraddha colony javal, Jalgaon,
Maharashtra, 425002

Sub: Offer Letter

Dear Mr.Ashish Bansidhar Saini

Welcome to the Sankara Family!!!

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

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


Registrar

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

SANKARA EYE FOUNDATION, INDIA

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

COIMBATORE | KRISHNANKOIL | GUNTUR | BANGALORE | SHIMOGA | ANAND | RS PURAM, COIMBATORE | LUDHIANA | KANPUR
JAIPUR | INDORE | PANVEL | HYDERABAD | VARANASI



SRI KANCHI KAMAKOTI MEDICAL TRUST
SANKARA EYE HOSPITAL

On the date of joining you are requested to bring

- ✓ Three Passport- size photographs.

Also carry the Originals and photocopies of the following documents:

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

Submission of the documents mentioned above is mandatory on the Date of Joining.

This Offer of employment is subject to us receiving:

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

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

- (1) Your Training period with Sankara Eye Foundation, India can be discontinued by either side by giving **30 days/1 calendar month** notice or **one month** stipend in lieu of notice without assigning any reason on either side.
- (2) In the event of discontinuation of your services with Sankara Eye Foundation, India before completion of 36 months of services, you shall compensate SEF, India with one and half months salary on pro-rata basis in addition to clause (1) towards training expenditure incurred by the hospital for providing specialized training, this is stated without prejudice to the other right and remedies open to the SEF, India.

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

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

Wishing you the very best

Bharath Balasubramaniam
President Sankara Eye Hospital

****Kindly acknowledge your acceptance of the terms and conditions by signing this letter and returning a copy at the earliest.****

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Sanganer Airport, Jaipur-302029

14th January, 2025

Ms. Aditi Sakpal

A/304, Dahisar Mandakini CHS.,
Shiv Vallabh Cross Road, Rawalpada,
Dahisar (E), Mumbai - 400068

Dear **Ms. Sakpal**,

This has reference to your application dated 30th December, 2024 and subsequent interview you had with us, we are pleased to offer you the position of **Management Trainee** attached to **Pharma** Division of our organisation based at **Mumbai**. Your salary and other allowances will be as per the enclosed Statement.

You are required to furnish the following per return courier :

- a) Copy of resignation letter submitted to your last employer.
- b) Latest Passport size photograph with white background (3 Nos.)
- c) Birth / School Leaving Certificate
- d) Educational Certificates
- e) Copy of PAN Card & Aadhaar Card
- f) Appointment letter & Relieving letter, or Service Certificate of your following previous jobs:-

i) M/s. Crimson Interactive Pvt. Ltd.

On joining, kindly report to our Corporate HR Department at Plot No.125, 2nd floor, Kandivli Industrial Estate, Kandivli (W), Mumbai – 400067 at 9.30 a.m. along with following documents.

- a) Last drawn Salary Slip / Certificate showing monthly salary and Annual benefits, from the last employer.

You are required to bring all original educational certificates and above documents at the time of Joining for verification purpose.

Kindly confirm your acceptance of the above offer latest by 15th January, 2025 and join on or before 27th January, 2025.

It may be noted that, in case you fail to join on or before **27th January, 2025** this offer letter shall stand automatically cancelled.

Please return the enclosed copy duly signed as a token of your acceptance of the letter.

Yours faithfully,

For **Ipca Laboratories Limited**

Sandeep Mahadik
General Manager - Human Resources


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

Accepted : 
(Signature)

Ipca Laboratories Ltd.
www.ipca.com

Salary break up of Ms. Aditi Sakpal
As per Offer letter dated 14th January, 2025
Position : Management Trainee

Description	Monthly	Annual
(1) Monthly Benefits		
Basic	11,300	135,600
Total A	11,300	135,600
House Rent Allowance	5,650	67,800
Education Allowance	300	3,600
Conveyance Allowance	800	9,600
Other Allowance	14,830	177,960
Total B	21,580	258,960
Total (1) : (A + B)	32,880	394,560
(2) Annual Benefits		
Provident Fund	1,800	21,600
Bonus	2,821	33,855
TOTAL (2)	4,621	55,455
TOTAL (1 + 2)	37,501	450,015

- You will be on Training for Twelve Months.

Total A above : This component shall be considered for deciding applicability for payment of Bonus as per provisions of the Bonus Act, 1965 and for calculation of Gratuity, as per provisions of Gratuity Act, 1972.

Total B above : The allowances mentioned herein above shall not be considered for any retiral benefits, except Provident Fund, which will be in line with judgement of Supreme Court of India dtd. 28/02/2019.

Bonus : The amount shown in the statement under the annual benefits as " Bonus / Ex -gratia" shall vary on month to month basis and shall only be payable based on computation of available and allocable surplus under the provisions of the Bonus Act, 1965.

(Sandeep Mahadik)

(Aditi Sakpal)



Impeerical Consulting (Pvt) Ltd.

CIN: U62099HRO23PTC116760

Date: February 6, 2025

To,
Ms. Sakshi Zod
Email id: sakshizod.pm15@iihmr.in
Phone No. 9403382016.

Address of Communication: Nagpur, Maharashtra.

Subject: Offer of Employment for the Position of Research Associate at Impeerical Consulting (Pvt) Ltd.

Dear Ms. Sakshi,

We are delighted to extend this formal offer of employment for the position of **Research Associate at Impeerical Consulting (Pvt) Ltd.**, Gurugram. After careful consideration of your qualifications and discussions during the interview process, we are confident that you will make a valuable contribution to our organization.

1. Employment Terms

- **Joining Date:** Your date of joining shall be on or before **April 01, 2025**. Kindly inform us in writing of your confirmed joining date.
- **Probation Period:** You will be on probation for a period of **six (6) months** from your date of joining. Upon satisfactory completion of this period, your services may be confirmed in writing.

2. Compensation Structure

Your total **Annual Cost to Company (CTC)** will be **INR 6,60,000/- (Rupees. Six Lakhs and Sixty Thousand Only)**. The detailed salary structure will be provided upon joining. Taxes will be applicable as per the Income Tax Act, 1961 and will be deducted at source.

3. Place of Reporting

You will be currently working from Home and your reporting office would be Delhi. Company make take decisions to call you to the corporate office Delhi at any given point of time without any notice on account of work demand and criticality of work. The work from home may be withdrawn with a notice to resume office any given point in time. However, the company reserves the right to transfer you to any of its current or future establishments, branches, or affiliates.

You may advised to resume field work based on the requirements at any point of time without notice.

4. Employment Conditions

This offer is subject to the following conditions:

- Submission of original and verified copies of educational certificates, identity proofs, address proofs, and employment documents as listed below:
 - Copy of PAN Card and Aadhar Card
 - Address Proof
 - Two (2) Passport-sized Photographs
 - Complete Educational Certificates
 - Two (2) References (One Personal, One Professional)
 - Appointment Letter and Last Three (3) Months Salary Slips from the previous employer
 - Relieving or Experience Letter from the previous employer

5. Document Verification and Employment Termination Clause

This offer is made based on the information provided by you during the recruitment process. If, at any point, it is discovered that any information shared is false, misleading, or incomplete, or if any material fact has been concealed, the company reserves the right to **terminate your employment immediately without notice**.

6. Termination of Employment

During the probation period, either party may terminate the employment by giving **60 days written notice or salary in lieu thereof**, subject to company discretion.

7. Confidentiality and Compliance

Upon joining, you will be required to adhere to the company's confidentiality, data protection, and non-compete policies as outlined in the detailed appointment letter.

You are required to maintain the confidentiality of your salary, remuneration, and other employment benefits. During the tenure of your employment with Impeerical Consulting (Pvt.) Ltd. and thereafter, you shall not disclose or discuss your compensation details, including but not limited to salary, bonuses, and benefits, with any colleague, employee, or third party without prior written consent from the management, except as required by law. Violation of this clause may result in disciplinary action, up to and including termination of employment.

Kindly confirm your acceptance of this offer by signing and returning a copy of this letter within **48 hours** of receipt. Failure to respond within the stipulated period will render this offer void.

For the Candidate

Name: _____

Date: _____

Place: _____

(Signature)

For Impeerical Consulting (Pvt.) Ltd

Name: Ms. Ila Rout

Date: February 06, 2025

Place: New Delhi

Designation: Director



(Signature)



1. Employment Terms

Joining Date: You are required to join the company before April 01, 2025. In case of delay, the company will not be responsible for any consequences.

Probation Period: You will be on probation for a period of six (6) months from the date of joining. During this period, your performance will be closely monitored. If you are not found satisfactory, the company reserves the right to terminate your employment without notice.

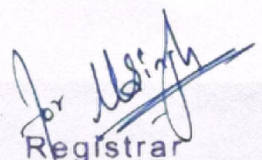
2. Compensation Structure

Fixed Annual Cost to Company (CTC) is INR 12,00,000/- (Twelve Lakhs and Fifty Thousand Only). The detailed salary structure will be provided upon joining. Last salary will be applicable up to the date of joining and will be continued as per CTC.

3. Place and Reporting

You will be initially working from New Delhi and your reporting line would be to the Company's senior management. The company may give you an office space or you may work from home, on a case-to-case basis. The work is full-time and may be extended or reduced as per the company's requirements. However, the company reserves the right to transfer you to any of its current or future establishments/branches as per business needs.

You are allowed to work on the company's behalf in your personal capacity, but you are not allowed to work on the company's behalf in your personal capacity.


Registrar

OFFER OF EMPLOYMENT
(STRICTLY PRIVATE AND CONFIDENTIAL)

24 December 2024

Dear Sakshi Mishra,

Congratulations!

We are delighted to formally offer you the position of **Trainee Analyst** at PharmaACE, India.

PharmaACE has a unique philosophy of collaborating with the best people and delivering excellence to our clients for their most critical business problems. We believe in a culture of learning, self-improvement, and honing expertise and thereby driving quality from our employees.

Joining Details:

1. **Start Date:** If you accept this offer, your start date will be **Monday, 10th March 2025**.

2. **Compensation:**

2.1 **Salary:** Your annual gross salary will be **INR 4,70,000**, inclusive of your basic, fixed allowances and provident fund contributions, which will be remitted monthly.

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

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

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

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

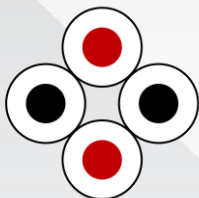
2.4 **Leaves:** Confirmed employees are entitled to 20 Earned leaves, 6 Optional leaves and 4 Core Holidays, a total of 30 leaves annually. There is no carry forward or encashment of leaves. Leaves will be credited to the employee account on a pro-rata basis from the date of Joining.

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


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SM

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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 receive a written confirmation letter on successful completion of the said probationary period.

4.4 Transferability: Your initial place of posting can be at any of the locations within India from where PharmaACE operates. After joining too, if needed, at a later date, you may be asked to transfer from one location to another, anywhere in India/outside India.

4.5 Notice Period

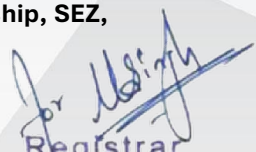
- a. During the probationary period or post confirmation, employer can terminate the employment at any given point of time with immediate effect without salary in lieu of notice, in case of non-performance by the employee or in case of any misconduct including but not limited to, fraudulent, dishonest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

SM

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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.
7. In the event of any dispute related to your employment, the matter shall be referred to a sole arbitrator appointed by the Company/ Employer and the same shall be adjudicated upon by such arbitrator by arbitration at the company's location at Pune, in accordance with the Arbitration and Conciliation Act, 1996. The arbitrator appointed by the Employer will serve as a neutral third party, and the arbitral award if any passed will be final and binding on all the parties and that the fees for arbitration shall be borne in equal proportion by you and the Employer. The proceedings of the arbitration shall be conducted in English.
8. If arbitration is not agreed upon, any disputes arising from or related to this Offer shall be subject to the exclusive jurisdiction of the Courts in Pune, India.

Sincerely,

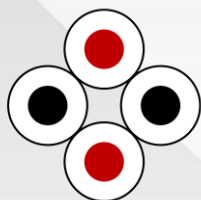


Ashima Kumar

Head - Training & Development and Corporate Communications

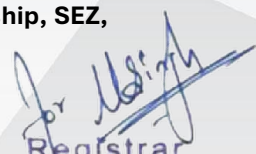
PharmaACE

SM



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Annexure A

Remuneration Details

Sakshi Mishra

Trainee Analyst

Salary Component	Per Annum (INR)	In words
Basic Salary	4,70,000	Rupees Four Lakhs Seventy Thousand Only
Performance Bonus *	43,000	Rupees Forty-Three Thousand Only
Retention Bonus **	3,00,000	Rupees Three Lakhs Only
Gratuity	32,000	Rupees Thirty-Two Thousand Only
Mediclaime (Notional)	15,000	Rupees Fifteen Thousand Only
Total CTC	8,60,000	Rupees Eight Lakhs Sixty Thousand Only
Income Tax, Professional tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.		

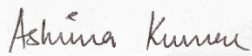
Gross Salary includes Basic Pay, HRA and other allowances, the details of which will be available in your payslip. Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

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

****Retention Bonus:** The applicable Retention Bonus for each year, as outlined initially by the Offer Letter and in years 2 & 3 by the Appraisal letters, will be paid on a monthly basis in that year. If the employee resigns or gets terminated from the organization before 3rd year of their employment starting from the date of their confirmation, he/she will have to settle the Retention Bonus received until then.

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

Best Regards,



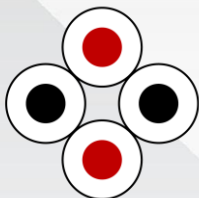
Ashima Kumar

Head - Training & Development and Corporate Communications

PharmaACE

Accepted By: 

Date: Dec 24 2024 12:51 IST



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Annexure B

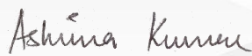
CONFIDENTIALITY AND NON-COMPETE AGREEMENT

A. During the employment period and for a period of 3 years post the last employment date, the employee agrees not to accept any job offer or apply to any jobs in the following companies as these companies compete directly with PharmaACE and its clients:

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

B. During the Employment Period, the Employee may have access to or receive certain information about PharmaACE customers and their projects. All project related information, whether labelled such or not, is designated as Confidential. **Confidential Information** includes information related to PharmaACE and its client's financial statements, budgets and projections, customer identifying information, potential and intended customers, employers, products, computer programs, specifications, manuals, software, analyses, strategies, marketing plans, business plans, and other confidential information, provided orally, in writing, by drawings, or by any other media. The Employee will treat all information as confidential and will not disclose it to any third party. In addition, the Employee shall use due care and diligence to prevent the unauthorized use or disclosure of that information.

Best Regards,



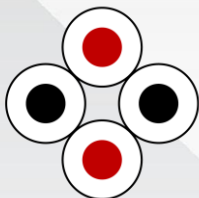
Ashima Kumar

Head - Training & Development and Corporate Communications

PharmaACE

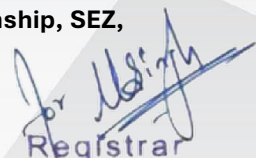
Accepted By: 

Date: Dec 24 2024 12:51 IST



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Rajiv Gandhi Infotech Park, Hinjewadi, Phase - I, Pune, - 411057

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26th September 2024

Ms. Salony Priya
Bettiah, Bihar
Pin Code - 845438

Letter of Intent

Dear Salony,

Namaste!

Pursuant to your candidature being found suitable in the selection process, we are pleased to inform that you have been selected as **Management Trainee – Sales & Marketing at Apollomedics Super Speciality Hospitals, Lucknow**, as per the mutually agreed upon 'Terms & Conditions' and indicated in this **Letter of Intent**.

You are requested to join us **on or before 03/03/2025** after which this offer shall 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:

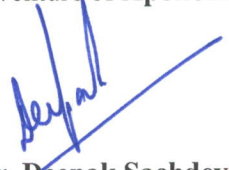
- **Passport size photographs of Self [1 No(s).], Spouse (01 No.) and Dependents (01 each).**
- **Relieving / Work Experience Letter** from immediate and past employers.
- **Academic & Professional Qualification(s)** certificates.
- **Proof of Date of Birth (Class X Passing or Birth Certificate).**
- **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


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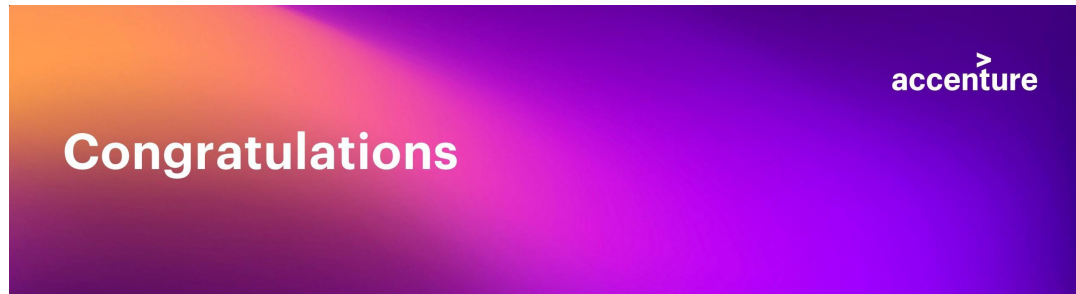


SALARY ANNEXURE

Name: Salony Priya		
Designation: Management Trainee		
Department: Sales & Marketing		
Salary Components	Per Month (INR)	Per Annum (INR)
Basic Salary	23,750	2,85,000
House Rent Allowance	11,875	1,42,500
Children Education Allowance	200	2,400
Other Allowance	5,993	71,912
Sub Total (A)	41,818	5,01,812
Reimbursements		
Telephone Reimbursement	1,000	12,000
Sub Total (B)	1,000	12,000
Insurance Premium (Employer's Contribution)		
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
Salary (Sum A+B+C+D)	50,000	6,00,000
** Special Bonus (Onetime post completion of one year)		1,00,000
Total Cost to Company - (TCTC)		7,00,000

Registrar

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27 June 2025

C16174505

Sanad Paliwal

Door number 01, Second floor, Jain house, In front of Shankar Talkies, Mahajanapeth Road, Sanjay Nagar, Burhanpur, Madhya Pradesh

Dear Sanad Paliwal,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - 11

Job Title - **Business Architecture Analyst**

Job Family Group - **Business & Technology Integration**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote working condition - Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test/and/or any other verifications based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests/and/or any other verifications as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test/and/or any other verifications, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:

Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

INTERNATIONAL WORKER

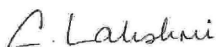
This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive acceptance/acknowledgement for all the documents, including Annexures 1 to 5 (as applicable) as a part of the offer in the candidate application portal in seven (7) days from you or after receiving your acceptance/acknowledgement of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Sanad, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Bidisha Roy at TechBschool.queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely,



Lakshmi C

Senior Managing Director - CHRO, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature 

Sanad Paliwal

Date: Jun 28, 2025

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS		
Total Cash Compensation:		
	Annual (INR)	
(A) Annual Fixed Compensation*	INR 900,000/-	
(B) Variable Bonus earning potential	Min.	Max.
	0%	21%
Annual Total earning potential (A+B)	Min.	Max.
	INR 900,000/-	INR 1,089,000/-
(C)#Additional Notional Benefits		
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 15,100/-	
Notional Insurance Premium paid by Company	INR 14,700/-	
(D)##Additional Discretionary Reimbursements		
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)	
(E) Optional opportunity to participate in the Employee Share Purchase Plan		
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 13,500/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]	

***Total Cash Compensation Elements**

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Appropriate employee's contribution to PF will be deducted and submitted to the regulators by the Company as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY24-25 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0% to 21%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	INR 5,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of INR 7,50,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. a. Accenture offers a comprehensive medical insurance plan that covers you, your spouse/partner, and up to 4 dependent children with a Sum Insured of INR 5,00,000 per annum. Accenture pays the premium for this coverage, and you need to enroll your dependents through our third-party portal within 30 days of your joining. This plan allows for coverage of pre-existing ailments. This is as per the current arrangement with our Insurer and is subject to review from time to time.

b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings under our optional policy. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time

c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse /partner and up to 4 dependent children
- 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan

Please note that all insurance benefits whether (Base or optional) will have a co-payment provision subject to the terms of the insurer.

2. You are by default enrolled in Accenture's Group Personal Accident coverage for self from the date of joining, up to three times your annual fixed compensation.

a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. You are by default enrolled in Accenture's Group Life Insurance coverage from the date of joining equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**

a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown in the cash component elements is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company.

##(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current Insurance Policy period (April – March) and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan*, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

*Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

B. Other Benefits:

6. You can avail reimbursements for annual Preventive Health Check for up to INR 5,000 per policy year (April 1 to March 31) for self, spouse/partner, and up to 4 dependent children, over and above your base medical insurance cover.

7. Leaves: You are eligible for various leaves, including Parental (Maternal, Surrogacy, Adoption & Secondary Caregiver), Bereavement. Additionally, you can avail Earned Leave, Sick & Wellness Leave, and Casual Leave. This specific entitlements and policies for these leaves may vary based on your Accenture office base location and applicable state requirements. You are entitled to 10 public holidays—eight fixed and two floating holidays in a calendar year (except in Kerala).

8. Hours that Help (HTH): We offer the HTH program, enabling eligible employees to donate earned leaves, to support colleagues during medical emergencies.

9. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns and relationship problems. EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service.

10. We also offer access to financial wellness programs that provide valuable resources, tools, and expert advice to help you make informed financial decisions. Whether it's budgeting, saving for retirement, or managing debt, we aim to empower you with the knowledge and skills needed to achieve your financial goals.

JOINING BONUS

You would receive a discretionary joining bonus of **INR 100,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the **1st Month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the

completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions; and on its discretion waive a recovery.

Please note:

- Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

RELOCATION ASSISTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 20,000/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:

- Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
- Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
- Expenses towards movement of one vehicle including Road Tax / Octroi
- Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates reg your relocation assistance, 30 days before your date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type-Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE 2 : REQUIRED DOCUMENTATION

- Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
- PAN card copy (mandatory to be submitted on day 1)
- Document/s containing start date and end date of the last two employers
- Copy of Degree/PG/Diploma (wherever applicable) certificates
- Copy of all semester mark sheets (last semester mandatory)
- Relieving Letters from previous employer
- UAN Number and PF Statement for your last two employments before Accenture
- Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
- Experience Certificate from 2 previous employers (if relieving letters not submitted)
- Passport copy , if available (if not please apply immediately)
- Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

- You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]
- Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

- I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.
- I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property
- I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role
- I agree and undertake to follow the work timings defined by my organization
- I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role
- I understand and confirm that I will be responsible for safety and security of the company assets assigned to me
- I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

Sanad Paliwal

Date: Jun 28, 2025

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

From: **Vinod Tejjwani** <vinodtejjwani@iihmr.edu.in>
To: **NehaShah@Torrentpharma.com** <NehaShah@Torrentpharma.com>; **Anita Thapa** <anitathapa@iihmr.edu.in>
CC: **Anita Thapa** <anitathapa@iihmr.edu.in>; **AnandIyer@TorrentPharma.com** <AnandIyer@TorrentPharma.com>; **ReshmiNaik@TorrentPharma.com** <ReshmiNaik@TorrentPharma.com>; **ShivaniMahadkar@TorrentPharma.com** <ShivaniMahadkar@TorrentPharma.com>
Subject: Re: List of Shortlisted student : IIHMR, Batch 23-25 for PMT, Torrent Pharma Corporate
Date: 02.12.2024 06:27:26 (+01:00)

Dear Ms Neha,

Thanks a lot to you and entire team for your help and support. Thanks for sharing the final selection results.

[@Anita Thapa](#) pl inform the candidates accordingly.

Regards,

Vinod

Sent from [Outlook for Android](#)

From: NehaShah@Torrentpharma.com <NehaShah@Torrentpharma.com>
Sent: Monday, December 2, 2024 10:59:55 AM
To: Vinod Tejjwani <vinodtejjwani@iihmr.edu.in>
Cc: Anita Thapa <anitathapa@iihmr.edu.in>; AnandIyer@TorrentPharma.com <AnandIyer@TorrentPharma.com>; ReshmiNaik@TorrentPharma.com <ReshmiNaik@TorrentPharma.com>; ShivaniMahadkar@TorrentPharma.com <ShivaniMahadkar@TorrentPharma.com>
Subject: List of Shortlisted student : IIHMR, Batch 23-25 for PMT, Torrent Pharma Corporate

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.

Greetings from Torrent Pharma!

This is with reference to the Campus interviews held at IIHMR Jaipur on 26th & 27th November 2024 by Torrent Pharma Corporate office for the batch 23-25, Pharmaceuticals Management students.

We are pleased to announce the names of the shortlisted students for our Product management Team for Ahmedabad & Mumbai location.

Their final location will be confirmed to them before their joining.

As briefed on that day, These shortlisted students will be sent for Pre-employment medical checkup. We have tie up with Apollo clinics. We can have the same lined up at any Apollo clinic in Jaipur post receiving the fitness report – their provisional offer letter shall be released

Kindly take confirmation / acceptance of all these students and confirm their availability for medical check up

Students shortlisted for Product Management Dept

Sr. No.	College Name	Roll No.	Name
1	IIHMR	474	Akshat Geete
2	IIHMR	480	Anjum Naaz
3	IIHMR	518	Kadu Hitisha Avinash


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

4	IIHMR	525	Manore Vaibhavi Anant
5	IIHMR	542	Pakhale Pooja Bhaskar
6	IIHMR	546	Pramanick Priyanka Himanshu
7	IIHMR	552	Pushpraj Patel
8	IIHMR	567	Sankalp Oltikar
9	IIHMR	573	Shefali Bharat Karmore
10	IIHMR	588	Tanushree Mohan Charde

Apart from above, we would like to explore below two students for our requirements in Market Research/Supply Chain Management role based out at Ahmedabad location

You may take their confirmation on their interest for above roles, Subsequently we may arrange their virtual interaction with Functional HOD

Sr. No.	College Name	Roll No.	Name
1	IIHMR	511	Himanshu Agarwal
2	IIHMR	519	Kartikey Kumar

With this, we are thankful for your hospitality and support during the process.
Looking forward to a fruitful association!

Neha Shah


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

From: **ShivaniMahadkar@TorrentPharma.com**
<ShivaniMahadkar@TorrentPharma.com>
To: **N Satheeshkanna** <satheeshkanna@iihmr.edu.in>
CC: **Vinod Tejjwani** <vinodtejjwani@iihmr.edu.in>; **Anita Thapa**
<anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR
University, Jaipur
Date: 05.11.2024 05:29:43 (+01:00)

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,

As discussed, kindly get us the list of students interested for PMT role.

Find the details 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. 4.25lpa on joining, 5.00lpa on confirmation

Specialization : Marketing. Students having science background (B.Pharma, B.Sc., Chemical Eng.) is must.

Request you to share the updated list with percentage in 10th, 12th, graduation & latest sem score.

As we are planning to visit the Campus by coming week, request you to provide the list on ASAP so that we can complete the process on fast track.

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


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

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

Sent: 25 October, 2024 11:02

To: Shivani Mahadkar/HRD/CRP/Torrent <ShivaniMahadkar@TorrentPharma.com>

Cc: Vinod Tejawani <vinodtejawani@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>

Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

[External : Treat content with extra caution.]

Dear Shivani Ma'am,

As discussed, I would like to share the student's updated details from the batch 2023-25 for your kind perusal.

Please share us the Job Description and the compensation details from your end so that we can inform the students accordingly.

Thanks & Regards,

Logo

N. Satheeshkanna,

Manager - Placements

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

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

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

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



Dt: 25.04.2025

To,
Mr. Saurabh Bangale
Mumbai

Sub: OFFER LETTER

Dear Mr. Saurabh Bangale,

With reference to the interview you had with us; we are pleased to offer you Salary as per the details given below:

Designation : Key Account Executive
Grade : G1
Reporting Personnel : Mr. Abhijeet Shinde (Deputy RSM)
Head Quarter : Mumbai
Probation Period : 06 Month from Appointment Date
Notice Period : 01 Months

CTC Components	Monthly	Yearly
Basic	13,400	160,800
Miscellaneous Allowance	8,040	96,480
HRA	5,360	64,320
Gross Salary	26,800	321,600
Employer PF Contribution	1,800	21,600
Bonus*		16,800
Total CTC		360,000
Deduction		
Employee Fixed Contribution		
Employee PF Contribution	1,800	21,600
Profession Tax		2,500
Total deduction		24,100

Contd....Pg2

HD & Admin Office: Raman and Weil Pvt. Ltd., 36 / 37, 3rd Floor, Mittal Chambers, Opp. Inox Theatre, Nariman Point, Mumbai-400 0021 Maharashtra, India
Email: sales@ramanandweil.com | **Website:** www.ramanandweil.com | **Phone Numbers:** 22049164/22049527/22856397 | **CIN :** U 24200MH1988PTC048181

Factory: • Unit I Plot No. A 2/12, Daman Industrial Estate, Somnath Road, Village Dabhel, Daman - 396 210 (UT)
• Unit II FS. G. 3,4,5 Chirag Industrial Complex, Somnath Road, Village Dabhel, Daman - 396 210 (UT)
• Unit III Plot No. 24 B, H. No. 300/K-3, GOA I.D.C. Somnath Road, Village Dabhel, Daman - 396 210 (UT)
• Unit TRD G. 14 Ground Floor, Chirag Industrial Complex, Somnath Road, Village Dabhel, Daman - 396 210 (UT)

Tel: (0260) 2243877
Tel: (0260) 2243877
Tel: (0260) 2243877
Tel: (0260) 2243877

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Sanganer Airport, Jaipur-302029

[2]

Allowances:

HQ Allowance	: Rs. 300/- Per day
Ex Allowance	: Rs. 400/- Per day
Out Allowance	: Rs. 1,700/ Per day
Mobile	: On Actual Submission
Ticket	: Rs. 1,000/- Per Trip
Car / Bike	: Rs. 2.5 per KM upto HQ-50 KM & EX -100 KM

All the Allowances will be subject to actual submission of supporting documents

You will be entitled to Bonus, Gratuity, Leave, Medical Insurance policy as per our Company's rule.

Bonus* Applicable after Confirmation & as per the company Norms. Bonus Payable at Yearly basis.

Sales Incentive will be Paid Separately & based on Sales Target Achievement as per the Company Norms.

Other terms will be, as per the Company's policies.

You are requested to sign & return the duplicate copy of this letter as a token of acknowledgement

Your date of joining will be from 05/05/2025

Thanking You,

Yours Faithfully,
For **RAMAN & WEIL PVT. Ltd.**



Authorized Signatory

I do hereby accept and agree to abide by
the above mention terms and conditions.


(Mr. Saurabh Bangale)
Registrar
The IIMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

HD & Admin Office: Raman and Weil Pvt. Ltd., 36 / 37, 3rd Floor, Mittal Chambers, Opp. Inox Theatre, Nariman Point, Mumbai-400 0021 Maharashtra, India
Email: sales@ramanweil.com | **Website:** www.ramanweil.com | **Phone Numbers:** 22049164/22049527/22856397 | **CIN :** U 24200MH1988PTC048181

Factory:

- Unit I Plot No. A 2/12, Daman Industrial Estate, Somnath Road, Village Dabhel, Daman - 396 210 (UT)
- Unit II FS - G-345 Chirag Industrial Complex, Somnath Road, Village Dabhel, Daman - 396 210 (UT)
- Unit III Plot No. 24 B H. No. 300/K-3, GOA I D C, Somnath Road, Village Dabhel, Daman - 396 210 (UT)
- Unit TRD - G-14 Ground Floor Chirag Industrial Complex, Somnath Road, Village Dabhel, Daman - 396 210 (UT)

Tel. (0260) 2243877
Tel. (0260) 2242072
Tel. (0260) 2240477
Tel. (0260) 2242077



26/06/2025

Shayna Girdher
Basau Market, Wd17, Barwala
Hisar
125121

Dear Shayna,

Welcome to IQVIA™

On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 86,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Analyst - 130}. You will be based in Gurugram, India (INGUR5, 42.5). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS COMPENSATION : INR ₹700,000.00

PROVIDENT FUND : INR 33600

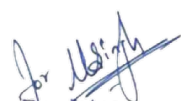
FIXED COST TO COMPANY : INR 733,600

ANNUAL INCENTIVE PAY TARGET* : INR 70000

TOTAL COST TO COMPANY : INR 803,600

ANNUAL INCENTIVE PAY TARGET*

You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in


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Sanganer Airport, Jaipur-302029



which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

BENEFITS:

- Gratuity: The eligibility and amount of this benefit is as per the applicable laws.
- Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.
- Group Medisave: Employee and family members are covered as per prevailing Company Policy.
- Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.

This offer is contingent upon your successful completion of your current degree. You are required to produce the original pass certificate/ mark sheet by the end of your probation period certifying that you have successfully completed the degree, failing which the company may, in its sole discretion, elect to terminate or suspend your employment immediately.

You will be participating in "Quintiles Certified Professional "(QCP) program which would be sponsored by Quintiles and delivered at Gurugram, India (INGUR5, 42.5).

Please note that this offer is contingent upon you clearing the assessment under the QCP program

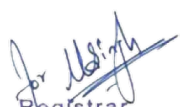
The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Ullas KS
Director, Talent Acquisition Team

For IQVIA Analytics Services Private Limited (IN03)


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



Joining Date: 14-Jul-2025

signHere1


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



Registered Office

IQVIA Analytics Services Private Limited

(Formerly Known as IMS HEALTH ANALYTICS SERVICES Pvt Ltd)

CIN: U74140KA2003PTC032950

Omega, Embassy TechSquare, Kadubeesanahalli Marathahalli-

Sarjapur Outer Ring Road. Bangalore - 560103

www.iqviam.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 14-Jul-2025 is made and entered by {IQVIA Analytics Services Private Limited (IN03)} (hereinafter "IQVIA" and Shayna Girdher, AGED ({23} (DOB: {31-Oct-2001})), [S-D]/o {Amir Chand} having Aadhar No. {752415424946} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Analyst and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

1. **EMPLOYMENT** IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. **NATURE OF EMPLOYMENT** This Executive shall serve as a Analyst and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.

2.3 This Executive's base of operation shall be Gurugram, India (INGUR5, 42.5) subject to business travel as may be



necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. COMPENSATION

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. ₹700,000.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

4. TERM OF EMPLOYMENT

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:

(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and



(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari pasu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

- (i) your performance of your job in an unsatisfactory manner, as determined by the Company;
- (ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;
- (iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;
- (iv) your misconduct, violation of any law classified as a felony or dishonesty; or
- (v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").

Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any body-corporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the



Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

5. COMPENSATION AND BENEFITS UPON TERMINATION

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.

5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.5, liquidated damages in an amount equal to the Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.



5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES

6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:



(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company; or

(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the



issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.

6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. **RELEASE** Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

8. EMPLOYEE REPRESENTATIONS

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not (i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.



(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

- (i) Gain unauthorized access to the computer system or computer network; or
- (ii) Download, copy or extract any information or data from such system; or
- (iii) Introduce any harmful code; or
- (iv) Cause any damage to the system or network; or
- (v) Cause the non-functioning or malfunctioning of any system or network; or
- (vi) Cause denial of access to any authorized person to the system or network; or
- (vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
- (viii) Tamper or manipulate any system or network with the object of operating the account of another person; or
- (ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or
- (x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.

(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA confidential information shall include, but not limited to:

- (i) IQVIA data and databases.
- (ii) Statistical methodologies, computer software and documentation.
- (iii) Information about employees (including compensation, benefits and performance reviews).
- (iv) Lists of customers and prospective customers.
- (v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
- (vi) Methods of doing business and business processes.



- (vii) Financial information relating to the performance of the Company.
- (viii) Internal policies accessible only to employees during employment.
- (ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.

(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and



obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. **NOTICES** All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:

If to the Executive, to: Executive's Residential Address

Shayna Girdher

Basau Market, Wd17, Barwala

Hisar

India

125121

If to the Company, to:

IQVIA

OFFICE OF GENERAL COUNSEL,

Omega Embassy TechSquare

Marathahalli- Sarjapur Outer Ring Road

Kadubeesanahalli

Bangalore 560103

Office: + 91 80 3769 0000/0100

Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. **WAIVER OF BREACH** The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.

11. **ENTIRE AGREEMENT** Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other

A handwritten signature in blue ink, appearing to read "Dr. H. Singh", is written over the printed name "Registrar".

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



understandings and agreements, oral or written, between the parties with respect to the subject matter of this Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. **SEVERABILITY** If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. **PARTIES BOUND** The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.

14. **GOVERNING LAW** This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

signHere1

For and on behalf of
IQVIA Analytics Services Private Limited (IN03)

Ullas KS
Director, Talent Acquisition Team


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

From: **Vinod Tejawani** <vinodtejawani@iihmr.edu.in>
To: **NehaShah@Torrentpharma.com** <NehaShah@Torrentpharma.com>; **Anita Thapa** <anitathapa@iihmr.edu.in>
CC: **Anita Thapa** <anitathapa@iihmr.edu.in>; **AnandIyer@TorrentPharma.com** <AnandIyer@TorrentPharma.com>; **ReshmiNaik@TorrentPharma.com** <ReshmiNaik@TorrentPharma.com>; **ShivaniMahadkar@TorrentPharma.com** <ShivaniMahadkar@TorrentPharma.com>
Subject: Re: List of Shortlisted student : IIHMR, Batch 23-25 for PMT, Torrent Pharma Corporate
Date: 02.12.2024 06:27:26 (+01:00)

Dear Ms Neha,

Thanks a lot to you and entire team for your help and support. Thanks for sharing the final selection results.

[@Anita Thapa](#) pl inform the candidates accordingly.

Regards,

Vinod

Sent from [Outlook for Android](#)

From: NehaShah@Torrentpharma.com <NehaShah@Torrentpharma.com>
Sent: Monday, December 2, 2024 10:59:55 AM
To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>
Cc: Anita Thapa <anitathapa@iihmr.edu.in>; AnandIyer@TorrentPharma.com <AnandIyer@TorrentPharma.com>; ReshmiNaik@TorrentPharma.com <ReshmiNaik@TorrentPharma.com>; ShivaniMahadkar@TorrentPharma.com <ShivaniMahadkar@TorrentPharma.com>
Subject: List of Shortlisted student : IIHMR, Batch 23-25 for PMT, Torrent Pharma Corporate

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.

Greetings from Torrent Pharma!

This is with reference to the Campus interviews held at IIHMR Jaipur on 26th & 27th November 2024 by Torrent Pharma Corporate office for the batch 23-25, Pharmaceuticals Management students.

We are pleased to announce the names of the shortlisted students for our Product management Team for Ahmedabad & Mumbai location.

Their final location will be confirmed to them before their joining.

As briefed on that day, These shortlisted students will be sent for Pre-employment medical checkup. We have tie up with Apollo clinics. We can have the same lined up at any Apollo clinic in Jaipur post receiving the fitness report – their provisional offer letter shall be released

Kindly take confirmation / acceptance of all these students and confirm their availability for medical check up

Students shortlisted for Product Management Dept

Sr. No.	College Name	Roll No.	Name
1	IIHMR	474	Akshat Geete
2	IIHMR	480	Anjum Naaz
3	IIHMR	518	Kadu Hitisha Avinash


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4	IIHMR	525	Manore Vaibhavi Anant
5	IIHMR	542	Pakhale Pooja Bhaskar
6	IIHMR	546	Pramanick Priyanka Himanshu
7	IIHMR	552	Pushpraj Patel
8	IIHMR	567	Sankalp Oltikar
9	IIHMR	573	Shefali Bharat Karmore
10	IIHMR	588	Tanushree Mohan Charde

Apart from above, we would like to explore below two students for our requirements in Market Research/Supply Chain Management role based out at Ahmedabad location

You may take their confirmation on their interest for above roles, Subsequently we may arrange their virtual interaction with Functional HOD

Sr. No.	College Name	Roll No.	Name
1	IIHMR	511	Himanshu Agarwal
2	IIHMR	519	Kartikey Kumar

With this, we are thankful for your hospitality and support during the process.
Looking forward to a fruitful association!

Neha Shah

From: **ShivaniMahadkar@TorrentPharma.com**
<ShivaniMahadkar@TorrentPharma.com>
To: **N Satheeshkanna** <satheeshkanna@iihmr.edu.in>
CC: **Vinod Tejjwani** <vinodtejjwani@iihmr.edu.in>; **Anita Thapa**
<anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR
University, Jaipur
Date: 05.11.2024 05:29:43 (+01:00)

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,

As discussed, kindly get us the list of students interested for PMT role.

Find the details 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. 4.25lpa on joining, 5.00lpa on confirmation

Specialization : Marketing. Students having science background (B.Pharma, B.Sc., Chemical Eng.) is must.

Request you to share the updated list with percentage in 10th, 12th, graduation & latest sem score.

As we are planning to visit the Campus by coming week, request you to provide the list on ASAP so that we can complete the process on fast track.

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

For Mr. Singh
Registrar

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

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

Sent: 25 October, 2024 11:02

To: Shivani Mahadkar/HRD/CRP/Torrent <ShivaniMahadkar@TorrentPharma.com>

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

Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

[External : Treat content with extra caution.]

Dear Shivani Ma'am,

As discussed, I would like to share the student's updated details from the batch 2023-25 for your kind perusal.

Please share us the Job Description and the compensation details from your end so that we can inform the students accordingly.

Thanks & Regards,

Logo

N. Satheeshkanna,

Manager - Placements

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

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

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

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

11th April 2025Dear **Shende Shantanu Sanjay**,**Congratulations!!**

Further to your assessment, we are happy to extend an offer of employment to you as **Management Trainee** in our firm. Your date of joining will be **7th April 2025**, you will have to report to Bangalore HQ for joining and CSS training Program.

The terms of the offer are as follows: -

1. The position will be based out of **Bangalore**
2. For the first 4 months of employment, you will be working as an intern (Management trainee) and you would be paid a consolidated stipend of Rs 20K/month + Travel expenses as per company policy. You will be eligible for LIGAPRO vs reward program during Internship period as well.
3. Upon completion of Internship, designation of **ENERGY DEVICE CONSULTANT** will be given.
4. As **ENERGY DEVICE CONSULTANT** your CTC will be Rs. **5,00,000/Annum (Fixed pay) + 2,00,000 (50,000/quarterly sales incentive)**. Additionally, you will get **Kicker incentive + Campaign rewards which is not the part of CTC mentioned**. Travel allowances will be as per the company policy. Detailed appointment letter will be provided during the joining.
5. You will be required to sign a bond to be associated with the organisation for 18 months on your appointment as **ENERGY DEVICE CONSULTANT**. Addition to that you will be bound by non-compete and confidentiality agreement considering the nature of assignment. Detailed appointment letter will be provided at the time of joining.

Your performance during the Internship period will be evaluated after 4 month and then confirmation for the designation of **ENERGY DEVICE CONSULTANT** will be given. In case of unsatisfactory performance during Internship the extension of the Internship period will be done for another 3 months. Termination of employment can be done without any notice if intern is found doing unethical activities against the company guideline.

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.**



KUNAL KISHORE
CEO



Shende Shantanu
11.04.2025

for Mr. Singh
Registrar

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

www.winglobe.in

Winglobe Healthcare Pvt. Ltd.

Reg. Office / Corporate Office:

No. 1783, 4th Floor, Phoenix House, 19th Main Road,
1st Sector, HSR Layout, Bengaluru - 560 102 KA

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

Manufacturing Site:

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

24th February 2025
Hyderabad

To,

Ms. Vinamrata Shivashankar Shetty

406/B, Shree Saryu CHSL, Prabhat Residential Complex,
Nr. Toll plaza, Dahisar East, Mumbai- 400068.

Dear **Ms. Vinamrata Shetty**

This has reference to the discussion you had with us during the campus interviews conducted by Orbees on 30th November 2024.

we are pleased to offer you paid internship followed by full-time employment in our organization. You will be designated as **Associate Consultant** after the internship period and your gross annual compensation will be Rs. 8,00,000/- per annum (rupees eight lakh only). Apart from your gross annual compensation, you are eligible for Rs. 2,50,000/- (rupees two lakh fifty thousand only) of annual performance bonus. The actual bonus will be based on individual's performance, which will be evaluated based on a transparent, peer-reviewed process, and other business factors. Detailed salary break up would be given at the time of joining.

Due to the work nature at Orbees, and for employees to be successful in contributing well to the projects, there will be an initial ramp-up time. It takes a certain amount of time for you to develop into a well-rounded strategy consultant. Orbees will invest into your growth and improvement by providing initial training and/or during the employment, including on-the-job training. Moreover, due to the nature of relationships we build with our customers and the types of our engagements, our customers prefer to deal with Orbees' project personnel that are seasoned and can deliver with highest quality and professional standards, which comes with a longer employment relationship. As explained to you several times during the campus interview process, you are required to work with full commitment for a **mandatory minimum period of two years** from the appointment date of full-time employment post internship, which you had agreed to before we confirmed your selection to your placement division.

If you fail to serve Orbees for a mandatory minimum tenure of 2 years post internship, you are required to pay Orbees an amount of Rs. 3,00,000/- (rupees three lakh only) by way of predetermined liquidated damages.

Your joining date for the internship will be on 17th March 2025. A detailed Appointment letter, along with confidentiality and service agreement, will be issued at the time of joining which will be executed by you and Orbees. Please sign and return the duplicate copy of this letter as a token of acceptance.

For **Orbees Business Solutions Pvt. Ltd**



Praveen Kumar Ginjupalli
Senior Operations Executive


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

Ramavatar Saini

From: Vinod Tejawani
Sent: 28 February 2025 12:57
To: UDML (Sudeepta Mandal)
Cc: NSSH (Nitish Sharma); N Satheeshkanna; Anita Thapa
Subject: RE: Final Selection | Novo Nordisk India

Dear Sir,

Thanks a lot for the confirmation.

We will inform both the candidates . They can join any day after 10th March 2025.

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: UDML (Sudeepta Mandal) <UDML@novonordisk.com>
Sent: 28 February 2025 12:52 PM
To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>
Cc: NSSH (Nitish Sharma) <nssh@novonordisk.com>
Subject: Final Selection | Novo Nordisk India

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

Dear Team,

We are pleased to inform you that the below candidates have been selected under the SOAR program.

1. Prachi - for Raipur location
2. Tanu - for Jaipur
3. Shreya - for Delhi

We will share the details for the next process and documents shortly.

Best regards

Sudeepta Mandal
Management Trainee
People & Organization
+91 9900147168 (mobile)
+91 9663749063 (direct)
udml@novonordisk.com

Novo Nordisk India Private Ltd. | NXT-2, 1 & 2nd Floor, Embassy Manyata Business Park | Nagavara Village, Kasaba Hobli | Bangalore - 560045 | +91 80 4030 3200 (switchboard) | novonordisk.co.in | Facebook | LinkedIn | Instagram | X (Twitter) | YouTube | TikTok

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

ANNEXURE

Name	Shreya Gattani
Designation	Trainee Key Account Manager
Place of work	Delhi
Salary Components	(INR pa)
Basic salary	277,500
HRA	138,750
Special Allowance	90,625
Leave Travel Allowance	25,000
Exgratia / Bonus	23,125
Total Guaranteed Salary per annum (A)	555,000
Co's contribution to PF @ 12% of basic	33,300
Gratuity	13,348
Total Retirals per annum (B)	46,648
Total Fixed Salary per annum (A + B)	601,648
Variable Pay	
Sales Incentive at 100% Achievement (Diabetes Care)	300,000
Total Variable Pay p.a. at 100% achievement ©	300,000
TOTAL COST TO COMPANY (A+B+C)	9,01,648

Other Benefits (in INR):
Mediclaim
Group Personal Accident
Group Term Life Insurance
Annual Medical Check-up
<i>Sales Incentive will be paid quarterly and is calculated on the basis of you achieving performance targets. Employees need to be on the rolls of the company at the time of disbursement of Sales Incentive. Employees serving notice at the time of disbursement of Sales Incentive will not be eligible.</i>
<i># In addition to your overall compensation you will be provided additional allowances, entitlements and reimbursements in accordance with the latest Field Sales Allowance Policy applicable at your level. The allowance policy is only applicable to all field based employees who travel on behalf of Novo Nordisk India Private Ltd.</i>



26/06/2025

Shruti Shukla
Ward No-9,
Patel Ward, Betul,
Madhya Pradesh- 460440

Dear Shruti,

Welcome to IQVIA™

On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 86,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Analyst - 130}. You will be based in Gurugram, India (INGUR5, 42.5). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS COMPENSATION : INR ₹7,00,000.00

PROVIDENT FUND : INR 33600

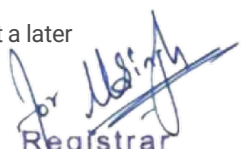
FIXED COST TO COMPANY : INR 733,600

ANNUAL INCENTIVE PAY TARGET* : INR 70000

TOTAL COST TO COMPANY : INR 803,600

ANNUAL INCENTIVE PAY TARGET*

You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later


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date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

BENEFITS:

- Gratuities: The eligibility and amount of this benefit is as per the applicable laws.
- Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.
- Group Mediclaim: Employee and family members are covered as per prevailing Company Policy.
- Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.

This offer is contingent upon your successful completion of your current degree. You are required to produce the original pass certificate/ mark sheet by the end of your probation period certifying that you have successfully completed the degree, failing which the company may, in its sole discretion, elect to terminate or suspend your employment immediately.

You will be participating in "Quintiles Certified Professional" (QCP) program which would be sponsored by Quintiles and delivered at Gurugram, India (INGUR5, 42.5).

Please note that this offer is contingent upon you clearing the assessment under the QCP program

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Ullas KS
Director, Talent Acquisition Team

For IQVIA Analytics Services Private Limited (IN03)


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



Joining Date: 14-Jul-2025

signHere1

A handwritten signature in blue ink, appearing to read "Dr. Usigh", written over the printed name "Dr. Usigh".

Registrar

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



Registered Office

IQVIA Analytics Services Private Limited

(Formerly Known as IMS HEALTH ANALYTICS SERVICES Pvt Ltd)

CIN: U74140KA2003PTC032950

Omega, Embassy TechSquare, Kadubeesanahalli Marathahalli-

Sarjapur Outer Ring Road. Bangalore - 560103

www.iqviam.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 14-Jul-2025 is made and entered by {IQVIA Analytics Services Private Limited (IN03)} (hereinafter "IQVIA" and Shruti Shukla, AGED ({25} (DOB: {23-Dec-1999}), [S-D]/o {Atul Shukla} having Aadhar No. {970119960326} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Analyst and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

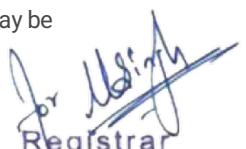
1. **EMPLOYMENT** IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. **NATURE OF EMPLOYMENT** This Executive shall serve as a Analyst and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.

2.3 This Executive's base of operation shall be Gurugram, India (INGUR5, 42.5) subject to business travel as may be


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necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. COMPENSATION

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. ₹7,00,000.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

4. TERM OF EMPLOYMENT

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:

(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and


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(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari pasu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

- (i) your performance of your job in an unsatisfactory manner, as determined by the Company;
- (ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;
- (iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;
- (iv) your misconduct, violation of any law classified as a felony or dishonesty; or
- (v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").

Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any body-corporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the


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Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

5. COMPENSATION AND BENEFITS UPON TERMINATION

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.

5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.5, liquidated damages in an amount equal to the Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.



5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive's ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES

6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:



(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company;

(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the



issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.

6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. **RELEASE** Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

8. EMPLOYEE REPRESENTATIONS

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not (i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.


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(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

- (i) Gain unauthorized access to the computer system or computer network; or
- (ii) Download, copy or extract any information or data from such system; or
- (iii) Introduce any harmful code; or
- (iv) Cause any damage to the system or network; or
- (v) Cause the non-functioning or malfunctioning of any system or network; or
- (vi) Cause denial of access to any authorized person to the system or network; or
- (vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
- (viii) Tamper or manipulate any system or network with the object of operating the account of another person; or
- (ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or
- (x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.

(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA confidential information shall include, but not limited to:

- (i) IQVIA data and databases.
- (ii) Statistical methodologies, computer software and documentation.
- (iii) Information about employees (including compensation, benefits and performance reviews).
- (iv) Lists of customers and prospective customers.
- (v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
- (vi) Methods of doing business and business processes.



- (vii) Financial information relating to the performance of the Company.
- (viii) Internal policies accessible only to employees during employment.
- (ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.

(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and



obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. **NOTICES** All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:

If to the Executive, to: Executive's Residential Address

Shruti Shukla
Ward No-9,
Patel Ward, Betul,
Madhya Pradesh- 460440
India

If to the Company, to:

IQVIA
OFFICE OF GENERAL COUNSEL,
Omega Embassy TechSquare
Marathahalli- Sarjapur Outer Ring Road
Kadubeesanahalli
Bangalore 560103
Office: + 91 80 3769 0000/0100
Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. **WAIVER OF BREACH** The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.


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11. **ENTIRE AGREEMENT** Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other understandings and agreements, oral or written, between the parties with respect to the subject matter of this Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. **SEVERABILITY** If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. **PARTIES BOUND** The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.

14. **GOVERNING LAW** This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

signHere1

For and on behalf of
IQVIA Analytics Services Private Limited (IN03)

Ullas KS
Director, Talent Acquisition Team


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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029



Congratulations!

From KARUNA NARUKA <KARUNANARUKA@zydushospitals.com>

Date Mon 4/21/2025 5:48 PM

To Shubham Verma <shubhamverma.pm15@iihmr.in>; Vinod Tejawani <vinodtejawani@iihmr.edu.in>

Cc Placements <placements@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>

1 attachment (182 KB)

Shubham Verma.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.

Dear Shubham,

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

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

Please find attached your internship confirmation letter for your reference.

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



Thanks & Regards,

Karuna Naruka

Human Resources (HR)

6377152557

karunanaruka@zydushospitals.com

Disclaimer: The information contained in this electronic message or in any trailing messages herein or in any attachments to this message is confidential, legally privileged and non-public information, intended to be conveyed only to the designated recipient(s). If you are not the intended recipient of this electronic message, please notify the sender immediately, delete this electronic message and its attachments, without reading or saving them in any manner and preserve its confidentiality. You are hereby notified that any unauthorized distribution, disclosure, copying, review, retransmission, dissemination or other use of this electronic message or the information contained in it, is strictly prohibited and may be unlawful. Before opening any attachment(s) to this electronic message, please check them for viruses and defects. Neither sender nor his/her organization accepts any liability for damage caused by any virus transmitted by this electronic message. If the disclaimer can't be applied, take no action.

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Offer Letter

25/10/2024

Ref. No: - OL/CRPL/24-25

**TO,
MR. SOHAM MIRANI
RAJKOT,
GUJARAT**

Dear Mr. Soham,

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.

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.

**MAX D'SOUZA
VICE PRESIDENT – HUMAN RESOURCE**

- 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.
- 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.
- You will not be eligible for prorata base increment for the year 2024.
- 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

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

Ramavatar Saini

From: Nutan Mishra <nutanm@coronaremedies.com>
Sent: 28 October 2024 12:46
To: N Satheeshkanna; Vinod Tejawani
Cc: Max D'Souza; Bhaven Shah; Anita Thapa; Bhaven Shah; Vishva Dave
Subject: Congratulations to All Offered Students- IIHMR Jaipur
Attachments: Offer Letter - Harshawardhan Nalwadey.pdf; offer letter- Ruchila Fating.pdf; offer letter- Prinsi Gangurde.pdf; offer letter- Soham Mirani.pdf; IIHMR CTC Breakup.pdf; Offer Letter - Ms. Binali Contractor.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

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Dear Satheesh,

Congratulations to all the students who have been offered positions with us!

We are pleased to attach the offer letters for your reference.

Ms. Binali Contractor has been offered the position of **Trainee Analyst - Supply Chain Management (SCM)**. She is required to join us on or before **1st January 2025**.

A few important points to note:

- **Joining Date:** The students will be joining CORONA on **1st August 2025**.
- **Initial Training:** For the first 6 months, it is essential for them to work in the field and gain practical experience.
- **Requirements:** Each candidate will need to have their own two-wheeler for city-based fieldwork.

Students Name	DOJ
Ms. Ruchila Fating	1st August 2025.
Mr. Soham Mirani	1st August 2025.
Ms. Prinsi Gangurde	1st August 2025.
Mr. Harshwardhan Nalwadey	1st August 2025.

Please let us know if you have any questions or need further assistance.

Best regards,

Nutan Patel
Senior Manager - Corporate HR


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

**CORONA Remedies Private Limited**

CORONA HOUSE, "C", Mondeal Business Park,
Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: +91 9727443532

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

Sent: 24 October 2024 11:39

To: Nutan Mishra <nutanm@coronaremedies.com>

Cc: Max D'Souza <maxd@coronaremedies.com>; Bhaven Shah <bhavens@coronaremedies.com>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>

Subject: Re: Final List of Candidates for Interview at CORONA Remedies HO & Reimbursement for 3-Tier AC Travel Fare

Dear Ma'am,

Greetings!!!

As desired, I would like to share the students travel plan with this mail for your kind perusal. Also, We have asked the students to report at your esteemed organization at 10:00 AM tomorrow.

This is for your kind information.

Students Name	Train No. and Name	Depature	Arrival
Ms. Ruchila Fating	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Mr. Soham Mirani	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Ms. Prinsi Gangurde	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Ms. Shefali Karmore	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Mr. Hashmukh Chaudhary	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Mr. Harshwardhan Nalwadey	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Ms. Sakshi Zod	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Ms. Purva Pandya	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm
Ms. Vinamrata Shetty	SLN SBIB SF EXP (20940)	24 th Oct 2024, 11:00 am	24 th Oct 2024, 9:30 pm

Thanks & Regards,



N. Satheeshkanna,
Manager - Placements



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

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From: Nutan Mishra <nutanm@coronaremedies.com>

Sent: 21 October 2024 17:42

To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

Cc: Max D'Souza <maxd@coronaremedies.com>; Anita Thapa <anitathapa@iihmr.edu.in>; Bhaven Shah <bhavens@coronaremedies.com>

Subject: RE: Final List of Candidates for Interview at CORONA Remedies HO & Reimbursement for 3-Tier AC Travel Fare

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

Dear Satheesh

As per our previous discussions, we are pleased to inform you that CORONA remedies will be providing reimbursement for 3-tier AC travel fare for your journey to and from.

Please follow the steps below for the reimbursement process:

1. Kindly retain the original tickets or e-tickets for both the onward and return journeys.
2. Submit the travel fare receipts within [2 days] after completing the journey.
3. Ensure the documents are sent to HR for processing.

If you have any questions or need further clarification, feel free to reach out to us at [9727443532].

We look forward to welcoming you soon!

Best Regards,

Nutan Patel

Senior Manager - Corporate HR



CORONA Remedies Private Limited

CORONA HOUSE, "C", Mondeal Business Park,
Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: +91 9727443532

From: Nutan Mishra

Sent: 21 October 2024 17:28

To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

Cc: Max D'Souza <maxd@coronaremedies.com>; Anita Thapa <anitathapa@iihmr.edu.in>; Bhaven Shah <bhavens@coronaremedies.com>

Subject: Final List of Candidates for Interview at CORONA Remedies HO

Dear Satheesh,

Please find below the final list of shortlisted candidates. We kindly request you to arrange for them to come to our Head Office for the final interview and discussion.

Candidate List:

1. Ms. Ruchila Fating
2. Mr. Soham Mirani
3. Ms. Prinsi Gangurde
4. Ms. Shefali Karmore
5. Mr. Hashmukh Chaudhary
6. Mr. Harshwardhan Nalwadey
7. Ms. Sakshi Zod
8. Ms. Purva Pandya
9. Ms. Vinamrata Shetty

Date: 25th October 2024 (Friday)

Venue:

CORONA Remedies Pvt. Ltd.
T, C, S Mondeal Business Park
Near Gurudwara, Thaltej, Ahmedabad

Contact Person:

Ms. Nutan Patel – +91 97274 43532

Please let me know if you require any further details.

Thank you!

Best regards,

Nutan Patel

Senior Manager - Corporate HR



CORONA Remedies Private Limited

CORONA HOUSE, "C", Mondeal Business Park,
Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: +91 9727443532

From: Nutan Mishra

Sent: 17 October 2024 13:03

To: 'Vinod Tejwani' <vinodtejwani@iihmr.edu.in>; 'N Satheeshkanna' <satheeshkanna@iihmr.edu.in>

Cc: Max D'Souza <maxd@coronaremedies.com>; 'Anita Thapa' <anitathapa@iihmr.edu.in>

Subject: Travel Plan and Orientation Schedule for Jaipur Visit

Dear Satheesh,

Please find below the travel plan and orientation schedule for our upcoming visit to Jaipur:

Orientation Session:

- **Date:** 18th October 2024
- **Time:** 09:30 am (sharp)
- **Venue:** Classroom seating
- **Agenda:**
 - Formation and announcement of groups in the classroom.
 - **Process:**
 1. **Aptitude Test:** To be conducted in the classroom.
 2. **Group Photo :** with the students
 3. **First Round (Project Making):** 45 minutes will be allocated for project making, followed by 15 minutes for presentation.
 4. **Second Round (PI):** Personal Interviews.

Attendees:

- **18th October 2024 at Jaipur (tkts attached)**
 - Ms. Richa Shah – Sr. Manager, Corporate Strategy
 - Ms. Nutan Patel – Sr. Manager, Corporate HR
- **19th October 2024 at Jaipur:**
 - Mr. Anshul Satija – AVP, Sales and Marketing

Travel Plan:

- **Departure:** 18th October 2024 at 18:00 hrs to Jaipur (Richa Shah and Nutan Patel)
- **Return:** 19th October 2024 at 22:45 hrs from Jaipur to Ahmedabad (Richa Shah, Nutan Patel, Anshul Satija)

Return Travel Details:

- **19th October 2024:** Our return flight is scheduled for 22:45 hrs, and we aim to reach the airport by 21:00 hrs.

Please let me know if you need any additional information.



Best Regards

Nutan Patel

Senior Manager -Corporate HR

Tel: 079- 40233000 Extn : 254

Mobile: +91 9727443532

Email : nutanm@coronaremedies.com



<https://www.linkedin.com/in/nutan-patel-71b63a7/>

At CORONA REMEDIES it's not Human Resources but Resourceful Humans

Hormones: Tabs, Soft Gel Caps, Gel, Cream, Ointments
General OSD: Tabs, Cap, Tab in cap, Tab+granules in a Cap
General Effervescent: Effer tabs, Effer granules/ Powder in sachets
Others: Nutraceuticals, Oral Liquid/Syrups

From: Nutan Mishra

Sent: 25 September 2024 11:04

To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

Cc: Max D'Souza <maxd@coronaremedies.com>; Anita Thapa <anitathapa@iihmr.edu.in>

Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

Dear Sir

A slight change in the date we have rescheduled the dates to **19th October 2024 .**

Nutan Patel

Senior Manager - Corporate HR



CORONA Remedies Private Limited

CORONA HOUSE, "C", Mondeal Business Park,

Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: +91 9727443532



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

Sent: 23 September 2024 19:15

To: Nutan Mishra <nutanm@coronaremedies.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

Registrar

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

Cc: Max D'Souza <maxd@coronaremedies.com>; Anita Thapa <anitathapa@iihmr.edu.in>

Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Madam,

Thanks a lot. We will share the JD with students and will share the list of interested candidates with you shortly.

We are also blocking the Calander for 05th October 2024 to welcome team Corona Remedies.

Dear @N Satheeshkanna please take it forward with students and share the list of interested candidates.

With Regards,



Vinod Tejwani
Dean- Placements & Alumni Relations

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

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

M: +91 9891393008, 9929754987

P: +91 141 3924700 (213)

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From: Nutan Mishra <nutanm@coronaremedies.com>

Sent: Monday, September 23, 2024 7:10 PM

To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>

Cc: Max D'Souza <maxd@coronaremedies.com>

Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

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Dear Vinod Ji,

We kindly request you to share a list of Students who you believe would be interested in the opportunity we have to offer. Once we receive the list, we plan to organize a screening process at our campus. During this event, the Students will be given a small assignment to assess their skills and abilities.

Following the group assignment, we have planned one-on-one personal interviews with the candidates. For this, we have assembled a panel of experienced professionals who will be conducting the interviews:

- Ms. Richa Shah – Sr. Manager Corporate Strategy
- Ms. Nutan Patel – Sr. Manager Corporate HR

The selection process will be based on the candidates' performance in the group assignment as well as their performance in the personal interview. We believe this comprehensive evaluation will help us identify the most suitable candidates for the position.

After the campus screening and personal interviews, the final shortlisted candidates will be invited to our Head Office for further discussions regarding the role, as well as salary negotiations.

We appreciate your support and assistance in this crucial hiring process. Please feel free to reach out if you need any further information or if you have any questions. We are looking forward to collaborating with you to identify the best talent for our organization.

Thank you for your cooperation.

COMPANY PROFILE

I trust this email finds you in good health.

On behalf of Corona Remedies Private Limited, I extend my heartfelt gratitude for the invitation to the IIHMR University campus hiring event scheduled for **05th Oct 2024**.

We are enthusiastic about participating in the event and engaging with the talented students of IIHMR University. At Corona Remedies, we take immense pride in our innovative work culture and the unique concept of "Care for Coronates," which has propelled us to the forefront of the pharmaceutical industry. With a team of over 4200 talented professionals, we have not only witnessed growth but have also made significant contributions to the industry.

We are specifically looking to recruit skilled individuals for our Corporate Strategy Team, particularly for the position of Management Trainee. This role involves working on diverse Corporate Projects related to Digital Marketing, Market Research, Medico-Marketing, and Brand Management. We are seeking candidates with strong analytical skills, a passion for Medico-Marketing and Corporate Strategy, as well as exceptional interpersonal and communication skills.

Position: Management Trainee – Corporate Strategy Team

Qualification: M.Pharma/M.B.A or B.Pharma/M.B.A

Job Location: Ahmedabad

CTC Range: Up to 5.50 LPA

Job Responsibilities:

- Analyse and share reports on business audit for targeted therapy & brand
- Conduct market understanding, competition mapping, targeting, and segmentation exercises for brand planning
- Develop creative marketing communication in line with product positioning & communication objectives
- Coordinate with partners to identify gaps and execute marketing strategies
- Conduct various digital promotion activities, including Virtual CMEs and Social Media Engagement
- Provide Medico-Marketing Training, conduct CME/RTM/Webinars as needed
- Understand the molecule from a medical perspective, identify differentiation points vs competitors, review newer studies published
- Assist & Co-ordinate with Medical/Marketing team for certain projects on a need basis

Our team is eager to join the campus placement event on 07th November 2023, starting from 10:30 AM onwards. We are excited about the prospect of meeting the promising students of IIHMR University who share our commitment to innovation and excellence.

Once again, thank you for extending this invitation to us. If you require any additional information or have any queries, please do not hesitate to reach out. We are looking forward to a fruitful and engaging event.

Nutan Patel
Senior Manager - Corporate HR



CORONA Remedies Private Limited

CORONA HOUSE, "C", Mondeal Business Park,
Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: +91 9727443532



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

Sent: 23 September 2024 19:05

To: Nutan Mishra <nutanm@coronaremedies.com>

Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_ IIHMR University, Jaipur

Dear Madam,

We welcome team Corona Remedies to IIHMR University Jaipur .

Request you to share the JD along with tentative dates so that we can block the Calander and share the JD with stduents for nomination.

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: Nutan Mishra <nutanm@coronaremedies.com>

Sent: Monday, September 23, 2024 6:53 PM

To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>

Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

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We are planning to come in 1 week of Oct 2024

Nutan Patel
Senior Manager - Corporate HR



CORONA Remedies Private Limited

CORONA HOUSE, "C", Mondeal Business Park,
Nr. Gurudwara, S.G. Highway, Thaltej, Ahmedabad - 380059. Gujarat India

Office: +91-79-40233000 Ext: 254

Website: www.coronaremedies.com

Cell: +91 9727443532



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

Sent: 23 September 2024 18:51

To: Nutan Mishra <nutanm@coronaremedies.com>

Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur

Dear Ms. Nutan,

Greetings from IIHMR University Jaipur!

At the outset let me thank you and team Corona Remedies for your always support.

On behalf of **IIHMR University, Jaipur**, I am pleased to extend a cordial invitation to you and your esteemed organization to visit our campus for the recruitment of the **MBA Batch 2023-25**.

At IIHMR University Jaipur, we offer specialized MBA programs in:

- **Hospital and Health Management**
- **Pharmaceutical Management**
- **Development Management**
- **Health Analytics (1st Year)**

Our university is dedicated to nurturing professionals who embody excellence, compassion, and a commitment to society. We focus on shaping young minds with the vision to empower themselves and others, providing them with a strong foundation in both theoretical and practical knowledge.

Enclosed with this email is a copy of the **Batch Demography, Course Details** for your kind consideration.

To facilitate the process, we kindly request you to share the below required details for the Final Placements, including:

• Job Description	
• Job Location	
• Eligible Streams	
• Total Vacancies	
• CTC Offered	
• Selection Process	
• Campus Recruitment Date	

We look forward to the possibility of strengthening our relationship with your esteemed organization and hosting you during our Placement season this year. We are excited about the opportunity to form a lasting association through our Campus Recruitment Program (2023-25 batch).

Please feel free to reach out if you need any further information or assistance. I will be happy to assist

With Regards,



Vinod Tejwani

Dean- Placements & Alumni Relations

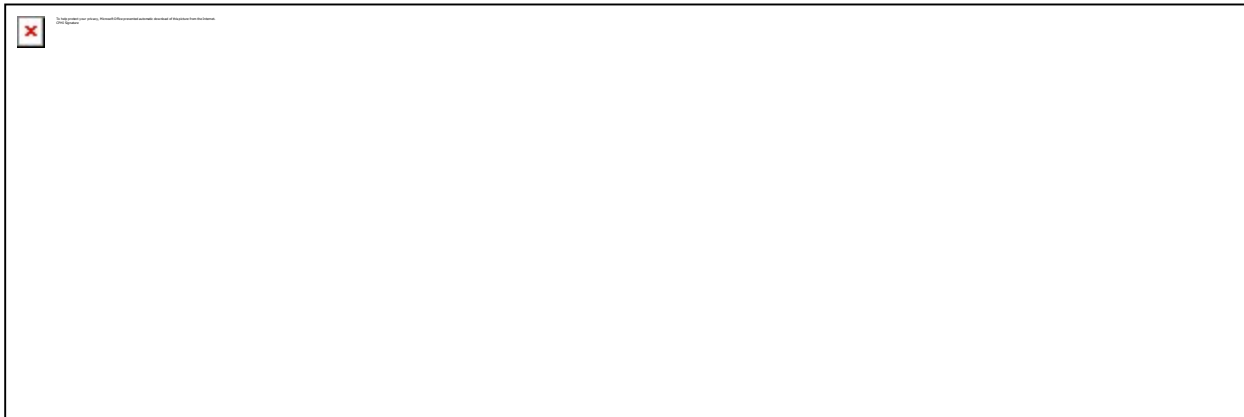
A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029

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

M: +91 9891393008, 9929754987

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MLL/ML00/OS/2025/A0/143043
21.04.2025

Mr. Soumya Ranjan Dhupal
L/140, HAL Township SUNABEDA-2, Koraput, Odisha
SUNABEDA - 763002
Employee No: 143043

Dear Mr. Soumya Ranjan Dhupal ,

Sub: Appointment to the post of Management Trainee

This has reference to your application for employment in our organization and subsequent interview you had with us, we are pleased to appoint you as "Management Trainee" in the Eros Division based at Corporate Office, Bangalore, Karnataka with effect from 21.04.2025 on the following terms and conditions:

1. Your remuneration package will be as follows:

Salary Components	Rs. Per Month	Rs. Per Annum
Stipend	20,000	240,000
House Rent Allowance	10,000	120,000
Conveyance Allowance	13,840	166,080
Attire Allowance	2,000	24,000
Monthly Salary	45,840	550,080
Annual Perks & Other Benefits		
Payment of Bonus	-	16,800
P.F. (Company's contribution)	-	21,600
Gratuity (4.81% of Basic)	-	11,538
Cost to Company (CTC)	-	600,018

2. You will be on Training for a period of One year from your joining date. Your training period may be extended at the discretion of the Management.
3. On successful completion of One year training period, your overall performance will be evaluated and then confirmed in the permanent employment of the company with a revised remuneration package, suitably.
4. Unless confirmed in writing whether the Company can offer you permanent employment, you will continue to be on training. However your appointment as a trainee does not entitle you as a matter of any right to permanent employment with us.
5. During the course of employment with the company, you may leave the company's service by giving One month notice or salary in lieu thereof. However, on submission of your resignation, it would be the discretion of the Management to relieve you from your duties, before completion of the notice period. Similarly, your services may be terminated for any breach of terms and conditions of the appointment or any rules or for any other reasons at the discretion of the Management by giving One month notice or salary in lieu of the notice period.
6. During tenure of your employment with the us you will have to work at various place which will be communicatd

Micro Labs Limited 31, Race Course Road, Bangalore-560 001, India

Tel.: +91-80-2237 0451- 57 Fax: +91-80-2237 0463 CIN: U24232KA1973PLC002401 Website: www.microlabsltd.com Email: info@microlabsltd.com

Registrar

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

from time to time and on the exigencies of business, you are liable to be transferred to any department, assignments, sister concern, divisions or units of the company situated anywhere in India, at the discretion of Management.

During the period of training with the company, you shall not engage yourself, or in association with another person, in any other business or occupation, with or without remuneration, other than that of our Company. You are required to maintain the highest order of discipline and secrecy as regards the work of the company. In case of any breach of discipline/trust, the company may terminate your employment with immediate effect.

8. If you remain absent without prior permission or overstay the sanctioned leave for more than eight consecutive days, you will be deemed to have deserted the training, thereby bringing about termination of your Training with the Company automatically on your own.
9. This appointment is made on the understanding that the information given by you, in your application is correct, true and complete. If it is found at any time that the information given by you is not true or incorrect/incomplete, this appointment may be withdrawn or terminated at any time after you have taken up employment with us. Your training with the Company is subject to your being declared medically fit.
10. You are governed by all standard rules and regulations of the Company as existing now and as may be amended from time to time.
11. You will retire from the Company services on attaining the age of 58 years.
12. Disputes or litigation's if any arising out of this employment contract is subject to Bengaluru jurisdiction only.

Please affix your signature on the duplicate copy of this letter in token of your acceptance of your appointment on the above terms & conditions and return the same to us for our records.

Yours faithfully,
For MICRO LABS LIMITED

V. R.

Ramakrishnan .V.R
Associate Vice President - Human Resources

Read & Accepted

This is system generated letter. ID: D3BSJZAO
Please note that your remuneration package is strictly Confidential between you and the Organization and any breach of this confidentiality on your part would be viewed seriously.

19th March 2025

Dear **Sudip Guchhait**,

Congratulations!!

Further to your assessment, we are happy to extend an offer of Internship to you as **Management Trainee** in our firm. Your date of joining will be **7th April 2025**, you will have to report to Bangalore HQ for Clinical and CSS training Program.

The terms of the offer are as follows: -

1. The position will be based out of **Chandigarh**
2. The period of Internship will be 4 months, and you will be working as a management Intern, and you would be paid a consolidated stipend of Rs 10K/month + Travel expenses as per company policy. You will be eligible for LIGAPRO vs reward program + incentives on sales during Internship period as well.
3. Upon completion of Internship, Designation of **ENERGY DEVICE CONSULTANT**.
4. As ENERGY DEVICE CONSULTANT your CTC will be Rs. 5,00,000/Annum (Fixed pay) + 2,00,000 (50,000/quarterly sales incentive). Additionally, you will get Kicker incentive Campaign rewards which is not the part of CTC mentioned Travel allowances will be as per the company policy. Detailed appointment letter will be provided during the joining.
5. You will be required to sign a bond to be associated with the organisation for 18 months on your appointment as ENERGY DEVICE CONSULTANT. Addition to that you will be bound by non-compete and confidentiality agreement considering the nature of assignment. Detailed appointment letter will be provided at the time of joining

Your performance during the internship period will be evaluated after 4 month and then confirmation for the designation of ENERGY DEVICE CONSULTANT will be given. In case of unsatisfactory performance during Internship the extension of the Internship period will be done for another 3 months. Termination of employment can be done without any notice if intern is found doing unethical activities against the company guideline.

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.**



KUNAL KISHORE
CEO




Registrar

The IIMR University
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

To,

Ms. Sukhda Thakur

1/151, Saket Coloney,
Syurerndranagar, Koil, Aligarh,
Aligarh, Uttar Pradesh-202001.

Contact No: -8279927337

E-Mail: sukhda.pm15@iihmr.in

Dear Ms. Sukhda Thakur,

We are pleased to offer you the position of **Product Executive – BSBU (Magprime)** 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 **Feb 3, 2025** (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 IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Annexure – 1

Name	Ms. Sukhda Thakur
Designation	Product Executive – BSBU (Magprime)
Location	Bhat

Components	Per Month	Per Annum
Basic	24375	292500
House Rent Allowance	9750	117000
Professional Pursuit Allowance^	14192	170304
Fixed Compensation (A)	48317	579804
Employer PF Contribution*	2925	35100
Superannuation Contribution*	1950	23400
Gratuity*	975	11700
Total Retirals (B)	5850	70200
Total Fixed Pay (A+B)	54167	650000

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.

(Handwritten Signature)

Prepared by

Approved by

Accepted by:

Signature:

Date:

(Handwritten Signature)
 Registrar



SRI KANCHI KAMAKOTI MEDICAL TRUST

SANKARA EYE FOUNDATION, INDIA

BOARD OF TRUSTEES

Dr.S.V. Balasubramaniam - Chairman

Dr.R.V. Ramani - Founder & Managing Trustee
Padma Shri Awardee

Dr.P.G. Viswanathan | Dr.S.R. Rao | Dr.S. Balasubramanian | Sri.M.N. Padmanabhan | Sri.J.M. Chanrai | Mrs. Seetha Chandrasekar | Ms. Rekha Jhunjhunwala

01st March 2025

Mr. Suvikram Tiwari
MIG-B-33, 9 A, B.D.A
Complex Saket Nagar, Huzur,
Bhopal, H.E Hospital,
Madhya Pradesh, 462024

Sub: Offer Letter

Dear Mr. Suvikram Tiwari

Welcome to the Sankara Family!!!

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

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


Registrar

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

SANKARA EYE FOUNDATION, INDIA

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

COIMBATORE | KRISHNANKOIL | GUNTUR | BANGALORE | SHIMOGA | ANAND | RS PURAM, COIMBATORE | LUDHIANA | KANPUR
JAIPUR | INDORE | PANVEL | HYDERABAD | VARANASI



SRI KANCHI KAMAKOTI MEDICAL TRUST
SANKARA EYE HOSPITAL

On the date of joining you are requested to bring

- ✓ Three Passport- size photographs.

Also carry the Originals and photocopies of the following documents:

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

Submission of the documents mentioned above is mandatory on the Date of Joining.

This Offer of employment is subject to us receiving:

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

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

- (1) Your Training period with Sankara Eye Foundation, India can be discontinued by either side by giving **30 days/1 calendar month** notice or **one month** stipend in lieu of notice without assigning any reason on either side.
- (2) In the event of discontinuation of your services with Sankara Eye Foundation, India before completion of 36 months of services, you shall compensate SEF, India with one and half months salary on pro-rata basis in addition to clause (1) towards training expenditure incurred by the hospital for providing specialized training, this is stated without prejudice to the other right and remedies open to the SEF, India.

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

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

Wishing you the very best

Bharath Balasubramaniam
President Sankara Eye Hospital

****Kindly acknowledge your acceptance of the terms and conditions by signing this letter and returning a copy at the earliest.****

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



Internship Offer Letter

1 message

Khushboo Ahuja <khushboo@bombaysocial.co>
To: sakshitamore.work@gmail.com <sakshitamore.work@gmail.com>

Sat, 7 Jun 2025 at 2:56 pm

Hi Sakshi-
301, Aai Dham,
Lokmanya Nagar, Palghar,
Maharashtra - 401404

I am pleased to offer you the position of **Marketing Executive** at Bombay Social. This role provides an excellent opportunity to gain valuable hands-on experience while contributing to our team's success.

Details are given below:

Date of Joining: 6th June, 2025
Work Schedule: Full-time, Monday to Friday, 8 hours a day
Compensation: ₹5,00,000 per annum
Location: Hybrid

Roles and Responsibilities

As a Marketing executive, your key responsibilities will include, but not be limited to:

- Assisting in the development and implementation of marketing strategies and campaigns.
- Conducting market research to identify trends and target audiences.
- Supporting social media management, including content creation and scheduling.
- Assisting in the preparation of promotional materials and presentations.
- Analysing campaign performance and providing actionable insights.

You will be guided by Khushboo. Ahuja Mehta (Founder) and Yashvi Kanugo (Social Media Marketing Manager) who will oversee your performance and provide mentorship throughout your internship.

Terms and Conditions

- This internship is for educational and professional development purposes.
- Client details and work to be shared only with my and Client's permission.
- Either party may terminate the internship with prior notice of 15 days.

To confirm your acceptance of this offer, please sign and return a copy of this letter by 10th June, 2025

We are excited about the prospect of you joining our team and contributing to Bombay Social's growth.

Sincerely,
Khushboo Ahuja Mehta
Founder

701, Juhu Nandadeep, Opp Kaifi Azmi Park, [Vidyanidhi Rd, Juhu, Mumbai - 400049](#)
9769340706


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

Ramavatar Saini

From: Vinod Tejawani
Sent: 28 February 2025 12:57
To: UDML (Sudeepta Mandal)
Cc: NSSH (Nitish Sharma); N Satheeshkanna; Anita Thapa
Subject: RE: Final Selection | Novo Nordisk India

Dear Sir,

Thanks a lot for the confirmation.

We will inform both the candidates . They can join any day after 10th March 2025.

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: UDML (Sudeepta Mandal) <UDML@novonordisk.com>
Sent: 28 February 2025 12:52 PM
To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>
Cc: NSSH (Nitish Sharma) <nssh@novonordisk.com>
Subject: Final Selection | Novo Nordisk India

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

Dear Team,

We are pleased to inform you that the below candidates have been selected under the SOAR program.

1. Prachi - for Raipur location
2. Tanu - for Jaipur
3. Shreya - for Delhi

We will share the details for the next process and documents shortly.

Best regards

Sudeepta Mandal
Management Trainee
People & Organization
+91 9900147168 (mobile)
+91 9663749063 (direct)
udml@novonordisk.com

Novo Nordisk India Private Ltd. | NXT-2, 1 & 2nd Floor, Embassy Manyata Business Park | Nagavara Village, Kasaba Hobli | Bangalore - 560045 | +91 80 4030 3200 (switchboard) | novonordisk.co.in | Facebook | LinkedIn | Instagram | X (Twitter) | YouTube | TikTok

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ANNEXURE

Name	Tanu Sharma
Designation	Trainee Key Account Manager
Place of work	Jaipur
Salary Components	(INR pa)
Basic salary	277,500
HRA	138,750
Special Allowance	90,625
Leave Travel Allowance	25,000
Exgratia / Bonus	23,125
Total Guaranteed Salary per annum (A)	555,000
Co's contribution to PF @ 12% of basic	33,300
Gratuity	13,348
Total Retirals per annum (B)	46,648
Total Fixed Salary per annum (A + B)	601,648
Variable Pay	
Sales Incentive at 100% Achievement (Diabetes Care)	300,000
Total Variable Pay p.a. at 100% achievement ©	300,000
TOTAL COST TO COMPANY (A+B+C)	9,01,648

Other Benefits (in INR):

Mediclaim

Group Personal Accident

Group Term Life Insurance

Annual Medical Check-up

Sales Incentive will be paid quarterly and is calculated on the basis of you achieving performance targets. Employees need to be on the rolls of the company at the time of disbursement of Sales Incentive. Employees serving notice at the time of disbursement of Sales Incentive will not be eligible.

In addition to your overall compensation you will be provided additional allowances, entitlements and reimbursements in accordance with the latest Field Sales Allowance Policy applicable at your level. The allowance policy is only applicable to all field based employees who travel on behalf of Novo Nordisk India Private Ltd.

[Signature]
Registrar

From: **Vinod Tejawani** <vinodtejawani@iihmr.edu.in>
To: **NehaShah@Torrentpharma.com** <NehaShah@Torrentpharma.com>; **Anita Thapa** <anitathapa@iihmr.edu.in>
CC: **Anita Thapa** <anitathapa@iihmr.edu.in>; **AnandIyer@TorrentPharma.com** <AnandIyer@TorrentPharma.com>; **ReshmiNaik@TorrentPharma.com** <ReshmiNaik@TorrentPharma.com>; **ShivaniMahadkar@TorrentPharma.com** <ShivaniMahadkar@TorrentPharma.com>
Subject: Re: List of Shortlisted student : IIHMR, Batch 23-25 for PMT, Torrent Pharma Corporate
Date: 02.12.2024 06:27:26 (+01:00)

Dear Ms Neha,

Thanks a lot to you and entire team for your help and support. Thanks for sharing the final selection results.

[@Anita Thapa](#) pl inform the candidates accordingly.

Regards,

Vinod

Sent from [Outlook for Android](#)

From: NehaShah@Torrentpharma.com <NehaShah@Torrentpharma.com>
Sent: Monday, December 2, 2024 10:59:55 AM
To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>
Cc: Anita Thapa <anitathapa@iihmr.edu.in>; AnandIyer@TorrentPharma.com <AnandIyer@TorrentPharma.com>; ReshmiNaik@TorrentPharma.com <ReshmiNaik@TorrentPharma.com>; ShivaniMahadkar@TorrentPharma.com <ShivaniMahadkar@TorrentPharma.com>
Subject: List of Shortlisted student : IIHMR, Batch 23-25 for PMT, Torrent Pharma Corporate

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.

Greetings from Torrent Pharma!

This is with reference to the Campus interviews held at IIHMR Jaipur on 26th & 27th November 2024 by Torrent Pharma Corporate office for the batch 23-25, Pharmaceuticals Management students.

We are pleased to announce the names of the shortlisted students for our Product management Team for Ahmedabad & Mumbai location.

Their final location will be confirmed to them before their joining.

As briefed on that day, These shortlisted students will be sent for Pre-employment medical checkup. We have tie up with Apollo clinics. We can have the same lined up at any Apollo clinic in Jaipur post receiving the fitness report – their provisional offer letter shall be released

Kindly take confirmation / acceptance of all these students and confirm their availability for medical check up

Students shortlisted for Product Management Dept

Sr. No.	College Name	Roll No.	Name
1	IIHMR	474	Akshat Geete
2	IIHMR	480	Anjum Naaz
3	IIHMR	518	Kadu Hitisha Avinash


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

4	IIHMR	525	Manore Vaibhavi Anant
5	IIHMR	542	Pakhale Pooja Bhaskar
6	IIHMR	546	Pramanick Priyanka Himanshu
7	IIHMR	552	Pushpraj Patel
8	IIHMR	567	Sankalp Oltikar
9	IIHMR	573	Shefali Bharat Karmore
10	IIHMR	588	Tanushree Mohan Charde

Apart from above, we would like to explore below two students for our requirements in Market Research/Supply Chain Management role based out at Ahmedabad location

You may take their confirmation on their interest for above roles, Subsequently we may arrange their virtual interaction with Functional HOD

Sr. No.	College Name	Roll No.	Name
1	IIHMR	511	Himanshu Agarwal
2	IIHMR	519	Kartikey Kumar

With this, we are thankful for your hospitality and support during the process.
Looking forward to a fruitful association!

Neha Shah


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

From: **ShivaniMahadkar@TorrentPharma.com**
<ShivaniMahadkar@TorrentPharma.com>
To: **N Satheeshkanna** <satheeshkanna@iihmr.edu.in>
CC: **Vinod Tejjwani** <vinodtejjwani@iihmr.edu.in>; **Anita Thapa**
<anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR
University, Jaipur
Date: 05.11.2024 05:29:43 (+01:00)

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,

As discussed, kindly get us the list of students interested for PMT role.

Find the details 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. 4.25lpa on joining, 5.00lpa on confirmation

Specialization : Marketing. Students having science background (B.Pharma, B.Sc., Chemical Eng.) is must.

Request you to share the updated list with percentage in 10th, 12th, graduation & latest sem score.

As we are planning to visit the Campus by coming week, request you to provide the list on ASAP so that we can complete the process on fast track.

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

for Mr. Singh
Registrar

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

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

Sent: 25 October, 2024 11:02

To: Shivani Mahadkar/HRD/CRP/Torrent <ShivaniMahadkar@TorrentPharma.com>

Cc: Vinod Tejawani <vinodtejawani@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>

Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur

[External : Treat content with extra caution.]

Dear Shivani Ma'am,

As discussed, I would like to share the student's updated details from the batch 2023-25 for your kind perusal.

Please share us the Job Description and the compensation details from your end so that we can inform the students accordingly.

Thanks & Regards,

Logo

N. Satheeshkanna,

Manager - Placements

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

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

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

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Registrar

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

12th February 2025

Dear **Ubale Sejal Prashant**

Congratulations!!

Further to your assessment, we are happy to extend an offer of employment to you as **Management Trainee** in our firm. Your date of joining will be **1st April 2025**, you will have to report to Bangalore HQ for joining and CSS training Program.

The terms of the offer are as follows: -

1. The position will be based out of **Hyderabad**
2. For the first 4 months of employment, you will be working as an intern (Management trainee) and you would be paid a consolidated stipend of Rs 20K/month + Travel expenses as per company policy. You will be eligible for LIGAPRO vs reward program during Internship period as well.
3. Upon completion of Internship, designation of **ENERGY DEVICE CONSULTANT** will be given.
4. As ENERGY DEVICE CONSULTANT your CTC will be Rs. **5,00,000/Annum (Fixed pay) + 2,00,000 (50,000/quarterly sales incentive)**. Additionally, you will get **Kicker incentive + Campaign rewards which is not the part of CTC mentioned**. Travel allowances will be as per the company policy. Detailed appointment letter will be provided during the joining.
5. You will be required to sign a bond to be associated with the organisation for 18 months on your appointment as ENERGY DEVICE CONSULTANT. Addition to that you will be bound by non-compete and confidentiality agreement considering the nature of assignment. Detailed appointment letter will be provided at the time of joining.

Your performance during the Internship period will be evaluated after 4 month and then confirmation for the designation of ENERGY DEVICE CONSULTANT will be given. In case of unsatisfactory performance during Internship the extension of the Internship period will be done for another 3 months. Termination of employment can be done without any notice if intern is found doing unethical activities against the company guideline.

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.**



KUNAL KISHORE
CEO


Registrar

The IIHMR University
Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029
www.winglobe.in

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



FW: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur- India

From Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Date Fri 3/7/2025 12:05 PM
To Anita Thapa <anitathapa@iihmr.edu.in>
Cc N Satheeshkanna <satheeshkanna@iihmr.edu.in>

FYI

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: Nirav Doshi <nirav.doshi@cadilapharma.com>
Sent: 07 March 2025 11:31 AM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Linda MB <linda.mb@cadilapharma.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur- India
Importance: High

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

Dear Vinod Sir,
Hope this email finds you well!

As discussed Ms. Vaishnavi Shrivastava in Selected on the below mentioned role.

Offered Role: **Product Executive**

COMPENSATION: **6.5 Lacs Per Annum**

Job Location: **Ahmedabad, Gujarat**

Benefits: Medicalim, Insurance, Free Bus Transportation (company staff bus), subsidised food)

Regards,
Nirav Doshi
Manager – TA (Human Resources)
Cadila Corporate Campus
Sarkhej-Dholka Road, Bhat
Ahmedabad, Gujarat


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

Ph. No. +91 63572 61084

www.cadilapharma.com



The Care Continues...




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

From: Vinod Tejawani <vinodtejawani@iihmr.edu.in>
Sent: 05 March 2025 15:18
To: Nirav Doshi <nirav.doshi@cadilapharma.com>
Cc: Linda MB <linda.mb@cadilapharma.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur- India

Dear Mr. Nirav,

Greetings from IIHMR University Jaipur!

At the outset let me thank you for providing the opportunity to the students of IIHMR University Jaipur.

Please find attach the resumes and datasheet of 63 Interested candidates.

This is for your kind consideration please.

With Regards,



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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)

From: Vinod Tejawani
Sent: 19 February 2025 01:31 PM
To: Nirav Doshi nirav.doshi@cadilapharma.com
Cc: Linda MB linda.mb@cadilapharma.com; N Satheeshkanna satheeshkanna@iihmr.edu.in; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur- India

Dear Mr. Nirav,

Greetings from IIHMR University Jaipur!

At the outset let me thank you for providing the opportunity to the students of IIHMR University Jaipur.

Please find attach the resumes and datasheet of 75 Interested candidates.

This is for your kind consideration please.

With Regards,



Vinod Tejawani

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Sanganer Airport, Jaipur-302029



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E: vinodtejwani@iihmr.edu.in | **W:**
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M: +91 9891393008, 9929754987
P: +91 141 3924700 (213)

From: Vinod Tejwani

Sent: 10 January 2025 11:43 AM

To: Nirav Doshi <nirav.doshi@cadilapharma.com>

Cc: Linda MB <linda.mb@cadilapharma.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>

Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_ IIHMR University, Jaipur- India

Dear Mr. Nirav,

Greetings from IIHMR University Jaipur!

At the outset let me thank you for providing the opportunity to the students of IIHMR University Jaipur.

Please find attach the resumes and datasheet of 102 Interested candidates.

This is for your kind consideration please.

With Regards,



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P: +91 141 3924700 (213)

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

Sent: 09 January 2025 12:47

To: Nirav Doshi <nirav.doshi@cadilapharma.com>; Anita Thapa <anitathapa@iihmr.edu.in>

Cc: Linda MB <linda.mb@cadilapharma.com>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_ IIHMR University, Jaipur- India

Dear Mr. Nirav,

Greetings from IIHMR University Jaipur!

At the outset let me thank you for providing the opportunity to the students of IIHMR University Jaipur.

[@Anita Thapa](#) Please share the JD with students on priority.

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With Regards,



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P: +91 141 3924700 (213)

From: Nirav Doshi <nirav.doshi@cadilapharma.com>

Sent: 09 January 2025 12:32 PM

To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>

Cc: Linda MB <linda.mb@cadilapharma.com>

Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_ IIHMR University, Jaipur- India

Importance: High

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

Dear Vinod Sir,

Greetings from Cadila Pharmaceuticals!

We are pleased to inform you about our upcoming campus hiring initiative under the **Cadila Young Leadership Programme (CYPL)**. As part of this programme, we are looking to on board talented Management students specializing in full-time MBA (Hospital and Health Management), MBA (Pharmaceutical Management) & MBA (Development Management) for the role of Management Trainee.

Please find attached the detailed Job Description (JD) for your reference.

The entire hiring process will be conducted online to ensure convenience and accessibility. We kindly request your assistance in circulating this JD among your students and providing us with a list of interested candidates within the next 3 to 4 days. This will help us plan and schedule the subsequent stages, including virtual interviews, efficiently.

We value your support in identifying and connecting us with enthusiastic and capable students who would be a great fit for this opportunity. Should you have any questions or require further clarification, please feel free to reach out.

Looking forward to collaborating with your esteemed institute.

Feel free to connect if you have any queries.

Regards,

Nirav Doshi

Manager – TA (Human Resources)

Cadila Corporate Campus

Sarkhej-Dholka Road, Bhat

Ahmedabad, Gujarat

Ext. 166 | Ph. No. +91 63572 61084

www.cadilapharma.com


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Sanganer Airport, Jaipur-302029



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

Sent: 09 January 2025 11:56

To: Nirav Doshi <nirav.doshi@cadilapharma.com>

Subject: [WARNING: ATTACHMENT UNSCANNED]RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur- India

Dear Mr. Nirav,

Greetings from IIHMR University Jaipur!

On behalf of **IIHMR University, Jaipur**, I am pleased to extend a cordial invitation to you and your esteemed organization to visit our campus for the recruitment of the **MBA Batch 2023-25**.

At IIHMR University Jaipur, we offer specialized MBA programs in:

- **Hospital and Health Management**
- **Pharmaceutical Management**
- **Development Management**
- **Health Analytics (1st Year)**

Our university is dedicated to nurturing professionals who embody excellence, compassion, and a commitment to society. We focus on shaping young minds with the vision to empower themselves and others, providing them with a strong foundation in both theoretical and practical knowledge.

Enclosed with this email is a copy of the **Batch Demography, Course Details** for your kind consideration.

To facilitate the process, we kindly request you to share the below required details for the Final Placements, including:

♦ Job Description	
♦ Job Location	
♦ Eligible Streams	
♦ Total Vacancies	
♦ CTC Offered	
♦ Selection Process	
♦ Campus Recruitment Date	


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We look forward to the possibility of strengthening our relationship with your esteemed organization and hosting you during our Placement season this year. We are excited about the opportunity to form a lasting association through our Campus Recruitment Program (2023-25 batch).

Please feel free to reach out if you need any further information or assistance. I will be happy to assist you.

With Regards,



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M: +91 9891393008, 9929754987

P: +91 141 3924700 (213)

From: Vinod Tejawani

Sent: 12 December 2024 01:07 PM

To: nirav.doshi@cadilapharma.com

Subject: Invitation for Campus Recruitment Process_ Batch 2023-25_ IIHMR University, Jaipur- India

Dear Mr. Nirav,

Greetings from IIHMR University Jaipur!

On behalf of **IIHMR University, Jaipur**, I am pleased to extend a cordial invitation to you and your esteemed organization to visit our campus for the recruitment of the **MBA Batch 2023-25**.

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- **Pharmaceutical Management**
- **Development Management**
- **Health Analytics (1st Year)**

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♦ Eligible Streams	
♦ Total Vacancies	
♦ CTC Offered	
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♦ Campus Recruitment Date	

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Please feel free to reach out if you need any further information or assistance. I will be happy to assist you.

With Regards,



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15/04/2025

Varsha Mittal
Sf-90, f block, shastri nagar
Ghaziabad
201001

Dear Varsha,

Welcome to IQVIA™

On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 86,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Analyst - 130}. You will be based in Gurugram, India (INGUR5, 42.5). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS COMPENSATION : INR ₹700,000.00

PROVIDENT FUND : INR 33600

FIXED COST TO COMPANY : INR 733,600

ANNUAL INCENTIVE PAY TARGET* : INR 70000

TOTAL COST TO COMPANY : INR 803,600

ANNUAL INCENTIVE PAY TARGET*

You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in


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which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

BENEFITS:

- Gratuity: The eligibility and amount of this benefit is as per the applicable laws.
- Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.
- Group Medisave: Employee and family members are covered as per prevailing Company Policy.
- Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.

This offer is contingent upon your successful completion of your current degree. You are required to produce the original pass certificate/ mark sheet by the end of your probation period certifying that you have successfully completed the degree, failing which the company may, in its sole discretion, elect to terminate or suspend your employment immediately.

You will be participating in "Quintiles Certified Professional "(QCP) program which would be sponsored by Quintiles and delivered at Gurugram, India (INGUR5, 42.5).

Please note that this offer is contingent upon you clearing the assessment under the QCP program

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Ullas KS
Director, Talent Acquisition Team

For IQVIA Analytics Services Private Limited (IN03)


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Joining Date: 21-Apr-2025

signHere1

A handwritten signature in blue ink, appearing to read "Dr. U. Singh", written over a horizontal line.

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Registered Office

IQVIA Analytics Services Private Limited

(Formerly Known as IMS HEALTH ANALYTICS SERVICES Pvt Ltd)

CIN: U74140KA2003PTC032950

Omega, Embassy TechSquare, Kadubeesanahalli Marathahalli-

Sarjapur Outer Ring Road. Bangalore - 560103

www.iqviam.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 21-Apr-2025 is made and entered by {IQVIA Analytics Services Private Limited (IN03)} (hereinafter "IQVIA" and Varsha Mittal, AGED ({25} (DOB: {31-Aug-99}), [S-D]/o {Rajeev Mittal} having Aadhar No. {551942012232} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Analyst and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

1. **EMPLOYMENT** IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. **NATURE OF EMPLOYMENT** This Executive shall serve as a Analyst and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.

2.3 This Executive's base of operation shall be Gurugram, India (INGUR5, 42.5) subject to business travel as may be


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necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. COMPENSATION

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. ₹700,000.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

4. TERM OF EMPLOYMENT

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:

(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and


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(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari pasu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

- (i) your performance of your job in an unsatisfactory manner, as determined by the Company;
- (ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;
- (iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;
- (iv) your misconduct, violation of any law classified as a felony or dishonesty; or
- (v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").

Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any body-corporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the


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Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

5. COMPENSATION AND BENEFITS UPON TERMINATION

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.

5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.5, liquidated damages in an amount equal to the Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.


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5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive's ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES

6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:



(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company; or

(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the



issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.

6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. **RELEASE** Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

8. EMPLOYEE REPRESENTATIONS

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not (i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.


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(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

- (i) Gain unauthorized access to the computer system or computer network; or
- (ii) Download, copy or extract any information or data from such system; or
- (iii) Introduce any harmful code; or
- (iv) Cause any damage to the system or network; or
- (v) Cause the non-functioning or malfunctioning of any system or network; or
- (vi) Cause denial of access to any authorized person to the system or network; or
- (vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
- (viii) Tamper or manipulate any system or network with the object of operating the account of another person; or
- (ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or
- (x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.

(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA confidential information shall include, but not limited to:

- (i) IQVIA data and databases.
- (ii) Statistical methodologies, computer software and documentation.
- (iii) Information about employees (including compensation, benefits and performance reviews).
- (iv) Lists of customers and prospective customers.
- (v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
- (vi) Methods of doing business and business processes.



- (vii) Financial information relating to the performance of the Company.
- (viii) Internal policies accessible only to employees during employment.
- (ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.

(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and



obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. **NOTICES** All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:

If to the Executive, to: Executive's Residential Address

Varsha Mittal
Sf-90, f block, shastri nagar
Ghaziabad
India
201001

If to the Company, to:

IQVIA
OFFICE OF GENERAL COUNSEL,
Omega Embassy TechSquare
Marathahalli- Sarjapur Outer Ring Road
Kadubeesanahalli
Bangalore 560103
Office: + 91 80 3769 0000/0100
Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. **WAIVER OF BREACH** The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.

11. **ENTIRE AGREEMENT** Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other


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understandings and agreements, oral or written, between the parties with respect to the subject matter of this Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. **SEVERABILITY** If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. **PARTIES BOUND** The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.

14. **GOVERNING LAW** This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

signHere1

For and on behalf of
IQVIA Analytics Services Private Limited (IN03)

Ullas KS
Director, Talent Acquisition Team


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YaSh Chouhan <yashchouhan2000.yc@gmail.com>

Official Offer Letter for the Position of Key Account Executive (Distribution)

2 messages

Rushikesh More <accounts5@ramanweil.com>

Fri, 25 Apr at 6:05 PM

Reply to: <accounts5@ramanweil.com>

To: <yashchouhan2000.yc@gmail.com>

Cc: Anvi Shah <anvishah@ramanweil.com>, Krishnan V <coo@ramanweil.com>, <audit@ramanweil.com>, Vishal <accounts6@ramanweil.com>, <umeshapte@ramanweil.com>

Dear Sir,

Please find below your Offer Letter for the position of **Key Account Executive (Distribution)** at our **Mumbai** HQ.

Kindly review the document thoroughly. Should you have any questions or require further clarification, please feel free to reach out.

Once you confirm the details, we will proceed to share the signed copy with you.

We look forward to welcoming you to our team and request you to kindly confirm your date of joining.

Sub: OFFER LETTER

Dear Mr. Yash Chauhan,

With reference to the interview you had with us; we are pleased to offer you Salary as per the details given below:

Designation : **Key Account Executive (Distribution)**

Grade : **G1**

Reporting Personnel : **Mr. Pushkar Purohit (Dy. RSM)**

Head Quarter : **Mumbai**


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Probation Period : 06 Month from Appointment Date

Notice Period : 01 Months

CTC Components	Monthly	Yearly
Basic	13,400	160,800
Miscellaneous Allowance	8,040	96,480
HRA	5,360	64,320
Gross Salary	26,800	321,600
Employer PF Contribution	1,800	21,600
Bonus*		16,800
Total CTC		360,000
<u>Deduction</u>		
<u>Employee Fixed Contribution</u>		
Employee PF Contribution	1,800	21,600
Profession Tax		2,500
Total deduction		24,100

Allowances:

HQ Allowance : Rs. 300/- Per day

Ex Allowance : Rs. 400/- Per day


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Out Allowance : Rs. 1,700/ Per day

Mobile : On Actual Submission

Ticket : Rs. 1,000/- Per Trip

Car / Bike : Rs. 2.5 per KM upto HQ-50 KM & EX -100 KM

All the Allowances will be subject to actual submission of supporting documents

You will be entitled to Bonus, Gratuity, Leave, Medical Insurance policy as per our Company's rule.

Bonus* Applicable after Confirmation & as per the company Norms. Bonus Payable at Yearly basis.

Sales Incentive will be Paid Separately & based on Sales Target Achievement as per the Company Norms.

Other terms will be, as per the Company's policies.

Thanks & Regards,

Rushikesh More

(Payroll Assistant)

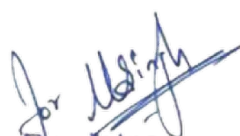
PH No. 7738010115

[Email : accounts5@ramanweil.com](mailto:accounts5@ramanweil.com)

-

Sterillium




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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Raman & Weil PVT LTD



Room No – 36 & 37,

3rd Floor, Mittal Chambers,

Opposite Inox Theatre,

Nariman Point, Mumbai – 400021

YaSh Chouhan <yashchouhan2000.yc@gmail.com>

Fri, 25 Apr at 6:19 PM

Draft to: <accounts5@ramanweil.com>

Cc: Anvi Shah <anvishah@ramanweil.com>, Krishnan V <coo@ramanweil.com>, <audit@ramanweil.com>, Vishal <accounts6@ramanweil.com>, <umeshapte@ramanweil.com>

I accept the offer.

[Quoted text hidden]


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Sanganer Airport, Jaipur-302029

N Satheeshkanna

From: Manas Rout <manas@impeericalconsulting.com>
Sent: 03 February 2025 06:57 PM
To: Vinod Tejawani
Cc: N Satheeshkanna; Anita Thapa
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur-India

Follow Up Flag: Follow up
Flag Status: Flagged

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Dear Sir,

We are pleased to inform short listing of Yash Soni and we will board him in the month of September 2025.

Thanks and Kind Regards
Dr. Manas

On 01/23/2025 4:09 PM IST Vinod Tejawani <vinodtejawani@iihmr.edu.in> wrote:

Dear Sir,

At the outset let me thank you and team Impeerical Consulting for your always support.

As discussed, the selected students can join from 10th March 2025.

With Regards,



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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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Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

From: Manas Rout <manas@impeericalconsulting.com>
Sent: 23 January 2025 02:42 PM
To: Vinod Tejawani <vinodtejawani@iihmr.edu.in>
Cc: biswajita@impeericalconsulting.com; ila@impeericalconsulting.com; N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur- India

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Dear Sir,

We have selected 2 students for the time being. Let me know when can they join so that we can send the offer letter.

1. Sakshi Arun Zod
2. Gaikwad Deepesh Dhananjay

Thanks and Kind Regards

Dr. Manas

On 01/23/2025 1:36 PM IST Vinod Tejawani <vinodtejawani@iihmr.edu.in> wrote:

Dear Sir,

A small update.

Vemula Vyshnavi is placed with some other organisation. Request you to remove her name from the selection list (If she is in final list) .

Also, request you to share the names of final selection so that we can inform the candidates and block them for Placement with Impeerical Consulting .

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

Sent: 20 January 2025 12:48 PM

To: Manas Rout <manas@impeericalconsulting.com>

Cc: biswajita@impeericalconsulting.com; ila@impeericalconsulting.com; Vinod Teiwani <vinodteiwani@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>

Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IIHMR University, Jaipur- India

Dear Sir,

Greetings!!!

As desired, I would like to share the Shortlisted student's CV's (2nd Year) with this mail for your kind perusal.

Thanks & Regards,



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N. Satheeshkanna,

Sr. Manager - Placements

A: IIHMR University | 1, Prabhu Dayal Marg,

Near Sanganer Airport, Jaipur – 302029

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

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

From: Manas Rout manas@impeericalconsulting.com
Sent: 15 January 2025 03:57 PM
To: Vinod Tejawani vinodtejawani@iihmr.edu.in; Anita Thapa anitathapa@iihmr.edu.in
Cc: N Satheeshkanna satheeshkanna@iihmr.edu.in; biswajita@impeericalconsulting.com; ila@impeericalconsulting.com
Subject: Re: Invitation for Campus Recruitment Process_ Batch 2023-25_ IIHMR University, Jaipur- India

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Dear Sir,

As discussed with you, I will be arriving on 17th Morning. Request you to arrange my lodging and boarding.

Thanks and Kind Regards

Dr. Manas

On 01/09/2025 4:56 PM IST Vinod Tejawani
<vinodtejawani@iihmr.edu.in> wrote:

Dear Sir,

Thanks a lot for providing the details. We welcome you and Team Impeerical consulting to IIHMR University Jaipur.

@Anita Thapa pl inform the students accordingly and book necessary venue.

Regards,

Vinod

Sent from [Outlook for Android](#)

From: Manas Rout <manas@impeericalconsulting.com>
Sent: Thursday, January 9, 2025 4:50:30 pm
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Anita Thapa <anitathapa@iihmr.edu.in>;
ila@impeericalconsulting.com
<ila@impeericalconsulting.com>;
biswajita@impeericalconsulting.com
<biswajita@impeericalconsulting.com>
Subject: RE: Invitation for Campus Recruitment Process_ Batch 2023-25_IHMR University, Jaipur- India

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

Dear Sir,

Please find enclosed the details of interview.

Thanks and Kind Regards

Dr. Manas

On 01/04/2025 11:39 AM IST Vinod Tejwani
<vinodtejwani@iihmr.edu.in> wrote:

Dear Sir,

As discussed, we welcome you and team
Impeerical Consulting to IIHMR University Jaipur
as per the below schedule:

Day and Date: Saturday 18th January 2025

Time: 10:00 AM onwards

Process: Pre Placement Talk, Written Test , GD,
PI (Anyother)

**No. of Representatives coming from Impeerical
Consulting :**

Please share the above details so that we can
book the necessary arrangements .

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

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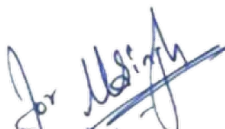
From: Vinod Tejawani

Sent: 04 January 2025 11:05 AM

To: manas <manas@impeericalconsulting.com>

Cc: N Satheeshkanna <satheeshkanna@iihmr.edu.in>;

Anita Thapa <anitathapa@iihmr.edu.in>


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Sanganer Airport, Jaipur-302029

Subject: Re: Invitation for Campus Recruitment Process_
Batch 2023-25_IIHMR University, Jaipur- India

Dear Sir,

Greetings for the day!

At the outset let me thank you and team
Impeerical Consulting for your always support.

Please find attach the details of 68 interested
candidates.

Please do let us know the process ahead.

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: Vinod Tejawani
Sent: 03 January 2025 10:15 AM
To: Manas Rout <manas@impeericalconsulting.com>
Cc: N Satheeshkanna <satheeshkanna@iihmr.edu.in>;
Anita Thapa <anitathapa@iihmr.edu.in>
Subject: RE: Invitation for Campus Recruitment Process_
Batch 2023-25_IIHMR University, Jaipur- India


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Sanganer Airport, Jaipur-302029

Dear Sir,

Thanks a lot for sharing the requirements.

Pl suggest can we share the requirement with
MBA- Hospital & Health Management students
also along with MBA Pharmaceutical
Management students .

With Regards,



Vinod Tejwani

Dean- Placements & Alumni Relations



A: IIHMR University | 1, Prabhu Dayal Marg,

Near Sanganer Airport, Jaipur – 302029

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

M: +91 9891393008, 9929754987

P: +91 141 3924700 (213)

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From: Manas Rout <manas@impeericalconsulting.com>

Sent: 02 January 2025 08:39 PM

To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>

Subject: Re: Invitation for Campus Recruitment Process_
Batch 2023-25_IIHMR University, Jaipur- India

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Dear Sir,

Please find enclosed the details for your kind perusal.

The CTC should be between 6 -7.5 Lakhs.

Looking forward to your kind reply.

Thanks and Kind Regards



Dr. (Prof.) Manasranjan M. Rout

Impeerical Consulting (Pvt) Ltd.
New Delhi (Delhi)
Cell: +91-9810509689

www.impeericalconsulting.com

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On 12/12/2024 9:57 AM IST Vinod
Tejwani
<vinodtejwani@iihmr.edu.in>
wrote:

Dear Madam/ Sir,

Greetings from IIHMR University Jaipur!

On behalf of **IIHMR University, Jaipur**, I am pleased to extend a cordial invitation to you and your esteemed organization to visit our campus for the recruitment of the **MBA Batch 2023-25**.

At IIHMR University Jaipur, we offer specialized MBA programs in:

- **Hospital and Health Management**
- **Pharmaceutical Management**
- **Development Management**
- **Health Analytics (1st Year)**

Our university is dedicated to nurturing professionals who embody excellence, compassion, and a commitment to society. We focus on shaping young minds with the vision to empower themselves and others, providing them with a strong foundation in both theoretical and practical knowledge.

Enclosed with this email is a copy of the **Batch Demography, Course Details** for your kind consideration.

To facilitate the process, we kindly request you to share the below required details for the Final Placements, including:

• Job Description	
• Job Location	
• Eligible Streams	
• Total Vacancies	
• CTC Offered	

• Selection Process	
• Campus Recruitment Date	

We look forward to the possibility of strengthening our relationship with your esteemed organization and hosting you during our Placement season this year. We are excited about the opportunity to form a lasting association through our Campus Recruitment Program (2023-25 batch).

Please feel free to reach out if you need any further information or assistance. I will be happy to assist you.

With Regards,



Vinod Tejawani
Dean- Placements & Alumni Relations

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